



SAN FRANCISCO BAY AREA RAPID TRANSIT (BART)

**Invites Your Interest
In The Position Of**

Principal Financial Analyst (Job ID 6319)

The Bay Area Rapid Transit District

The mission of the San Francisco Bay Area Rapid Transit (BART) District is to provide safe, clean, reliable, and customer-friendly regional public transit service. BART is widely regarded as successfully doing just that, by those in the Bay Area and nationally and by those in the public transit industry.

BART transports approximately 430,000 passengers each weekday among its 45 stations in the region, making 104 million passenger trips a year. BART has approximately 3,700 employees, an annual operating budget of \$900.4 million and a capital budget of \$664.8 million.

**This is a great time to join
our growing team!**

The Position

Under the direction of the Rolling Stock and Shops Project Manager, the Principal Financial Analyst will be responsible for conducting high level of financial and data modeling for the Rolling Stock and Shops department. This position will conduct various types of financial modeling, which include but not limited to, cash flow analysis, forecasting, cost benefits analysis, labor costings, operating and capital budget analysis, and trend analysis. In addition to conducting a wide array of financial analyses, the Principal Financial Analyst will conduct various types of data modeling, which include, conducting labor hour analysis and tracking, headcount forecasting based on future service plans, non-labor and parts review and analysis, various studies on labor, etc. Other tasks include conducting a higher level of position control for the department, which includes tracking vacancies, updating the RS&S attrition/hiring plan, providing managers with position information as it relates to their recruitments, and tracking recruitment statistics. The analysis conducted will allow the Principal Financial Analyst to generate tables and charts for the department's periodic reports and other ad hoc reports. The Principal Financial Analyst will assist the Project Manager on developing and tracking key performance benchmarks for the Department.

Benefits and Compensation >>



Help Keep The Bay Area Moving

Join the BART Team as a Principal Financial Analyst

The Ideal Candidate

The ideal candidate should have a Bachelor's degree in business administration, accounting, economics or a closely related field from an accredited college or university and four (4) years of (full-time equivalent) experience in verifiable professional budgetary, financial or management analysis experience. This individual has experience leading and completing complex multi-faceted projects and analyses across disciplines and functional areas such as budget, forecasts, cash flow, staffing and other disciplines using a variety of data. The ideal candidate has experience in manipulating, analyzing and joining large amounts of various data. He/she should have in depth experience in using and manipulating advanced relational database systems (financial, budgetary and human resources systems), which includes report writing, queries, SQL, etc. The ideal candidate should have excellent problem solving skills, including the ability to frame issues and structure data appropriately for analysis, understand complex issues and challenges and work towards a solution. This individual should be able to communicate effectively with District staff at various levels and external vendors. Finally, this individual should be able to incorporate best practices and utilize of new trends and innovations in the field of financial analysis and program management.

The Compensation

The Principal Financial Analyst position is represented by the American Federation of State, County, and Municipal Employees (AFSCME). **The pay range for the position is \$95,270 – \$123,851 (AFSCME Pay Band G).**

The Department

Rolling Stock & Shops (RS&S), a department of \$112M+operating budget and 690 FTE, is primarily responsible for maintaining rail cars for the entire BART system. In the next two years, Rolling Stock & Shops will grow exponentially as it begins to test/receive new rail cars, opens the new Hayward Maintenance Complex, and matures its Strategic Maintenance Program all while meeting car availability for the existing service plan. The Strategic Administrative Group supports RS&S by conducting all (or the majority) of training, budget/finance, recruitments, large scale procurements and data analytics for RS&S. As RS&S goes through these new milestones, the demand on the Strategic Administrative Group will increase.

BART provides an attractive benefit package for represented employees, generally which currently includes:

Medical – Medical plan coverage is provided by the California Public Employees' Retirement System. The plans available are HMOs and PPOs. Employee contribution for all plans (except Blue Shield) is currently \$137.79 per month, including dependents.

Dental – Principal Financial Group administers a \$2,000 per person per calendar year family bank dental program. Claims are generally paid at 100% with no deductible. Orthodontia is covered with a lifetime maximum of \$3,500 and a \$50 deductible. District paid coverage.

Vision – Vision Service Plan administers two vision plans. The District paid plan allows annual exams and lenses and frames every other year with a \$10 co-pay. The employee paid plan allows for enhanced coverage on lenses and frames and has a \$20 co-pay.

Life Insurance – Life insurance is provided in the amount of two times the annual base salary. Optional life insurance may be purchased by the employee.

Disability – Short and Long-Term Disability insurance is provided at no cost to the employee, and supplemental insurance is also available at the employee's cost and option.

Retirement Programs – BART does not participate in Social Security. Employee pension plan is through the California Public Employees' Retirement System (CalPERS). The contract between BART and CalPERS provides for the 2% at 55 for a legacy employee or 2% @ 62 for non-legacy employees. Applicants should check with PERS to determine their eligibility as a legacy employee.

Deferred Compensation Plan (IRC 457) – BART offers a deferred compensation plan, which contains variety of investment options. Rollovers into this plan are generally allowed. The District offers and contributes to a Money Purchase Pension Plan under IRC 401 (a), 1.5% of compensation plus up to \$1,869 annually.

Sick, Vacation & Holidays – The District provides 12 sick days per year. Vacation is provided at the rate of three weeks after one year of service. Four weeks is provided for 5 to 14 years of service, five weeks is earned for 15–18 years of service and six weeks is earned for more than 18 years of service. A total of 8 fixed holidays and 5 floating holidays are provided.

Other Benefits – Flexible spending accounts, Free BART Transportation, and Survivor Benefits are among the other benefits provided.

To Apply

If you are interested in this outstanding opportunity, please visit our website at bart.gov/jobs. The position (Job ID 6319) is open until filled.

Deadline for initial screening: May 1, 2016

Following the filing date, applications and resumes will be screened according to the qualifications outlined above. The most qualified candidates will be invited to interview. Additional applicants will be considered until the position is filled. All interviews will be held at the Bay Area Rapid Transit District office. For questions or more information contact: Human Resources at (510) 464-6112 or hrpl@bart.gov.