Vice President of Transportation
Our client is currently seeking a high caliber Transportation Executive for a long-term basis within our client's team of experienced professionals. Based in Irvine, CA

This person will lead the company's transportation practice and is the senior-most leader responsible for growing client relationships, winning work, and ensuring quality delivery across all Transportation Planning and Transportation Engineering service lines. Operating at the intersection of business development, project strategy, and organizational management, this role drives the sustained growth and external reputation of the company's transportation services while building the team capability and internal structure needed to execute at scale. The Director leads through a team of mid-level managers and senior practitioners, setting direction, removing obstacles, and modeling company core values in every interaction.

This role is structured around three primary areas of accountability. Percentages are an estimate and will change depending on business need.

- Business Development (50%): Leading external growth through client development, pursuit strategy, and market presence within the transportation sector.
- Leadership (30%): Building, managing, and developing the Transportation team and its managers.
- Execution (20%): Maintaining quality oversight of active transportation engagements and supporting successful project delivery.

Business Development (50%)

Consistent Revenue Growth and Pipeline Development: Proactively pursue new client relationships, project opportunities, and market segments that expand the company's presence in transportation planning and engineering.

Outcome: Company's transportation revenue grows year over year, with a healthy pipeline of pursuits at all stages and reduced dependence on other departments for maintaining the pipeline.

Client Retention and Relationship Depth: Maintain and expand relationships with existing clients including municipal agencies, Caltrans, and private developers through consistent engagement, trusted advisory presence, and reliable delivery outcomes.

Outcome: Key clients renew and expand their work with the company, actively refer the company to peers, and view the Director as a trusted long-term transportation partner.

Winning Proposals and Strategic Positioning: Lead or oversee proposal development for significant transportation pursuits, ensuring the company presents a compelling, differentiated value proposition aligned to client priorities and project requirements.

Outcome: Proposal win rates meet set objectives, the company is increasingly competitive on strategically important pursuits, and the firm's reputation for transportation expertise and responsiveness is reinforced in the market.

External Visibility and Market Presence: Represent the company at transportation industry events, in professional associations such as ITE and APA, and with agency stakeholders to build brand recognition and keep the company at the forefront of client awareness.

Outcome: The company's name and transportation expertise are consistently visible across target markets, generating inbound interest and positioning the firm to compete for emerging opportunities.

Leadership (30%)

High-Performing Management Team: Hire, develop, and support mid-level managers who lead their transportation discipline teams effectively, deliver results, and embody the company's values and culture.

Outcome: Managers operate with increasing independence, team engagement and retention are strong, and leadership depth grows across the Transportation department.

Workforce Planning and Talent Development: Partner with HR and department managers to anticipate staffing needs, grow internal talent, and build career pathways that retain high-performers across the transportation team.

Outcome: Company attracts strong transportation candidates, develops junior and mid-level staff into advanced positions, and experiences low turnover.

Culture, Standards, and Accountability: Model and reinforce the company's core values, professional standards, and quality expectations in all team interactions and decisions.

Outcome: The Transportation team operates with consistency, accountability, and mutual respect, and the company's culture of quality and collaboration is actively lived at all levels.

Cross-Departmental Collaboration: Maintain effective working relationships with every department to support integrated project delivery, shared resources, and aligned client service on projects requiring multi-discipline coordination.

Outcome: Internal collaboration is smooth, interdepartmental handoffs are handled professionally, and clients experience a unified, coordinated company team.

Execution (20%)

Quality Oversight Across Active Engagements: Maintain sufficient visibility on active transportation projects to identify scope, schedule, and quality risks early and intervene when needed. Ensure all documents run through quality assurance processes prior to client delivery.

Outcome: Deliverables consistently meet the company's quality standards, significant issues are caught early, and clients receive work that reflects the firm's transportation expertise.

Budget and Scope Accountability: Support project managers and mid-level managers in maintaining budget discipline and proactive scope management across their transportation portfolios.

Outcome: Projects are delivered within financial parameters, scope changes are handled professionally and promptly, and the department maintains healthy utilization and profitability.

Job Requirements

- Lead preparation of full sections of CEQA/NEPA documents, including Initial Studies, MNDs, EIRs, response to comments, and technical report integration and, as necessary, delegate drafting to Assistant Planners.
- Proven business developer who wins transportation work through relationships, technical credibility, and

consistent follow-through not just proximity to opportunity.

- Natural leader who earns trust from teams and managers through clear expectations, honest feedback, and genuine investment in others' growth.
- Technically grounded in transportation planning and/or engineering with sufficient depth to earn respect from senior practitioners, agency clients, and peer consultants.
- Comfortable operating at both the strategic level (market positioning, client strategy, pursuit decisions) and the operational level (quality control, schedule management, team issue resolution) simultaneously.
- Brings a collaborative, team-first approach to internal relationships while maintaining the accountability and directness needed to drive results.
- Communicates with clarity, confidence, and professionalism in all settings including client presentations, agency hearings, public meetings, and internal team conversations.

Qualifications:

- 4-7 years of progressive experience in CEQA/NEPA documentation.
- PE or TE licensure (Civil/Traffic) required.
- AICP certification preferred but not required.
- Bachelor's degree in Civil Engineering, Transportation Planning, Urban Planning, or a related field required; advanced degree a plus.
- 12+ years of progressive experience in transportation planning, traffic engineering, or related transportation consulting disciplines.
- Demonstrated track record of leading business development efforts, including proposal management and client relationship development in a transportation consulting environment.
- Experience managing and developing professional teams, including direct management of mid-level managers or senior technical staff.
- Strong familiarity with transportation analysis methodologies including LOS, VMT, signal timing, and traffic impact analysis within the CEQA/NEPA framework.
- Experience with transportation analysis software (Synchro, PTV Vistro, TransCAD, AutoCAD, ESRI ArcGIS) preferred.
- Experience with Deltek, Smartsheet, and Microsoft Office suite a plus.

Employment Type: Direct, Permanent

Location of Position: Irvine, CA

Location Type: Office, Project Site

Generate Personnel is an Equal Opportunity Employer that recognizes the value of a diverse workforce. Employment decisions are based on job related criteria and not on the basis of any unlawful criteria. We ensure equal access to employment opportunities, services, and programs.

Must have legal right to work in the United States. We thank all applicants for their interest; however, only those selected for interviews will be contacted.