



King County Capital Division Director

SALARY	\$107.81 - \$136.66 Hourly \$224,251.87 - \$284,252.38 Annually	LOCATION	King Street Center - 201 S Jackson St, Seattle, WA
JOB TYPE	Career Service (Exec)	JOB NUMBER	2026SW26931
DEPARTMENT	MTD - Metro Transit	DIVISION	General Manager
OPENING DATE	06/03/2026	CLOSING DATE	7/2/2026 11:59 PM Pacific
FLSA	Exempt	BARGAINING UNIT	Z3 : KC Personnel Guidelines
FULL- OR PART-TIME	Full Time		

Summary



[Learn how Metro connects you with what matters](#)

King County Metro is seeking a visionary executive leader to serve as our **next Capital Division Director**—a rare opportunity to shape the future of one of North America’s leading public transportation systems. Metro is in the midst of a transformational period. We are expanding service, delivering major capital investments, opening new operating facilities, modernizing technology and preparing our system to meet the needs of a rapidly growing region. The Capital Division Director will play a central role in turning that vision into reality.

Reporting directly to the General Manager and serving as a member of Metro’s executive leadership team, the Capital Division Director leads the planning, delivery and stewardship of billions of dollars in capital investments that will define how people move throughout King County for decades to come.

This is more than a capital delivery role, it is an opportunity to help build a transportation system that expands opportunity, connects communities, advances climate goals and supports one of the fastest-growing regions in the country.

The successful candidate will combine strategic vision, executive leadership and a proven record of delivering complex infrastructure programs. They will be equally comfortable setting long-term direction, navigating public-sector governance, cultivating partnerships and leading large multidisciplinary teams through change and growth.

The Capital Division Director oversees the teams responsible for planning, prioritizing, delivering and managing Metro's capital portfolio, ensuring that critical investments in facilities, fleet, technology and infrastructure align with the agency's long-range vision and operational needs. This division includes:

- **Capital Planning & Portfolio Management** leads the development and stewardship of Metro's Capital Improvement Program, ensuring investments in fleet, infrastructure and technology are strategically prioritized and aligned with service, operational and sustainability goals.
- **Capital Project Delivery Section** delivers Metro's growing portfolio of capital projects, overseeing planning, design, construction and implementation while partnering closely with operational and maintenance teams as well as external partners to ensure projects meet business needs and customer expectations.
- **Capital Central Services Section** provides the standards, systems, data and organization support that enable efficient, accountable and sustainable delivery of Metro's capital program.
- **Transit Fleet Procurement & Contract Management** leads the acquisition and lifecycle management of Metro's vehicle fleet, including buses, passenger vessels, support vehicles and emerging transportation technologies.
- **Transit Oriented Development (TOD)** advances innovative partnerships and development opportunities that maximize the value of Metro's assets, support community development and create lasting public benefit.

What you'll lead:

As Capital Division Director, you will help guide Metro through one of the most ambitious periods of investment in its history. You will work alongside agency leadership, employees, labor partners, elected officials, community organizations and regional stakeholders to:

- Deliver a multi-billion-dollar capital program that supports a growing transit system.
- Develop and modernize transit bases, facilities and supporting infrastructure.
- Build and support high-performing teams capable of delivering complex programs.
- Advance equity, safety, accessibility, sustainability and economic opportunity across King County.

Why King County Metro

Metro is recognized nationally for innovation, operational excellence, sustainability leadership and a deep commitment to serving communities. Every day, our employees connect hundreds of thousands of people to jobs, education, healthcare and opportunity.

The next Capital Division Director will have the opportunity to leave a lasting legacy—not only through the projects they deliver, but through the communities they connect, the workforce they develop and the future they help create.

*This recruitment will be used to fill 1 Career Service position. In addition, this selection process **may be used** to generate an eligibility pool for future Career Service, Special Duty Assignment, TLT (Term Limited Temporary) or STT (Short Term Temporary) vacancies that may occur in this classification within this workgroup. The eligibility pool will be retained for 12 months from the date of posting and **may be used** at the discretion of the hiring authority.*

Job Duties

Applying [equity and social justice principles](#) is a daily responsibility and a foundational expectation for all King County employees. In this role you will apply equity and social justice principles to all aspects of the work.

Strategic Leadership & Vision

- Set and articulate a clear, future-oriented vision for the capital division, aligned with King County Metro's strategic objectives and regional growth.
- Drive organizational change and foster a culture of innovation, safety, and continuous improvement.
- Direct teams across planning, delivery, central services, fleet procurement and transit-oriented development, reporting to the General Manager.

Capital Project & Program Management

- Oversee planning, design, engineering, construction, and commissioning of complex, large-scale capital projects.
- Implement best-in-class project management methodologies to ensure delivery on time, within budget, and to specification.

Financial Stewardship & Budget Oversight

- Develop, manage, and report on large capital budgets with transparency and fiscal responsibility.
- Collaborate with other Metro leaders to innovate and develop funding strategies, including federal, state, local, and public/private partnerships.
- Oversee a multi-billion-dollar capital program supporting transit system expansion, zero-emission fleet transition, and facility upgrades.

Regulatory & Funding Compliance

- Ensure compliance with all procurement, documentation, and reporting requirements for public sector capital projects.

Stakeholder Engagement & Communication

- Build and maintain productive relationships with colleagues, cross-divisional teams, elected officials, regional jurisdictions and committees, community partners, and the public.
- Build transparent, equitable engagement processes into the division's planning, program and project decision-making to ensure community needs and equity goals are met.

Talent Development & Team Leadership

- Inspire, develop, and retain high-performing teams in planning and portfolio management, engineering, project controls, and project delivery.
- Champion workforce development, diversity, equity, and inclusion and foster a learning organization.

Innovation, Technology, & Data-Driven Decisions

- Leverage technology and analytics (such as digital project management tools, AI, and performance dashboards) to optimize project delivery.
- Drive the adoption of new tools and best practices to improve efficiency and manage risk.

Sustainability & Equity Leadership

- Integrate sustainability and climate action goals into all phases of capital planning and project delivery.
- Advance equity and social justice through project prioritization, community engagement, and impact mitigation.
- Strong focus on climate action and equitable community outcomes.
- Other duties as assigned.

Experience, Qualifications, Knowledge, Skills

High level management experience:

- Five (5) years in leadership roles overseeing large-scale capital programs and multidisciplinary teams.
- Ten (10) years of progressively responsible experience in transportation, capital planning, project delivery and/or public-sector infrastructure management.
- A bachelor's degree in finance, business, engineering, architecture, construction management or a closely related field.
- Any equivalent combination of education, training and experience that provides the required knowledge, skills and abilities to successfully perform the role may be considered.

Capital industry leadership through:

- Deep subject matter knowledge in capital decision making, budget, internal and external policy and partnerships, and other processes to get things built.
- Knowledge of federal, state, and local regulations (such as FTA Capital Investment Grants and PMO requirements).
- Knowledge about how organizations work and how to get things done both through formal channels and informal networks.
- Ability to make complex decisions and to deal with concepts and complexity comfortably, in a capable and agile manner.
- Ability to see clearly ahead, anticipate future consequences, effectively set priorities, and have broad knowledge, perspective, and the ability to articulate possibilities and spend time on what is important.

People leadership experience, which demonstrates:

- Experience with building effective teams in diverse work environments while creating strong morale, instilling vision and purpose, and fostering open dialogue.
- Experience and ability to develop and lead direct reports, furthering people's career goals, providing challenging and stretching tasks and assignments, and effectively developing all levels of staff.
- Knowledge of how to build relationships and treat all employees and customers equitably, with respect and dignity, as well as solve problems for the good of all.
- Experience working with labor and the ability to develop and nurture strong, productive relationships with union leadership, respecting established processes, and fostering an environment of mutual respect.
- An ability to communicate well, in both oral and written communications.

High integrity and a commitment to continuous improvement and who:

- Have a good sense of self, knowing personal strengths, weaknesses, and biases and the impacts of these on others, particularly those you lead, possessing a commitment to continuously advancing this self-awareness.
- Demonstrate transparency and build trust, courageously, and consistently acting upon a strong set of core values that are aligned with Metro's values.
- Have the ability as a leader to facilitate difficult conversations, particularly related to race (and other protected classes), power, and privilege.
- Have the leadership courage and ability to identify and take steps necessary to ensure that all have equitable opportunities to thrive.

Desired experience with (but not required):

- Public sector experience is highly desired.
- Prior experience in transit or transportation is highly desired.

Necessary Special Requirements:

- Valid State Driver's License or alternate ability to travel to locations for which public transportation is not regularly available.

Supplemental Information

Required Application Materials

1. **An online employment application**
2. **Resume**
3. **Cover letter**
4. **Answers to all supplemental questions**

Applicants will be screened for competitiveness, completeness, and written communication skills. The most competitive candidates may be invited to participate in one or more interviews. Final offers are contingent on successful completion of reference checks and/or file review.

Work Location

This is a hybrid position. The main work site for this position is King Street Center, 201 S Jackson St., Seattle, WA 98104.

This team works in a hybrid model, with 3 days in the office as well as telecommuting. The ratio of remote to onsite work will be dependent on business needs and is subject to change.

Employees will have access to shared workspaces at various King County facilities. Employees must reside in Washington state and within a reasonable distance to their King County worksite to respond to workplace reporting requirements.

Work Schedule

The work week is normally 40 hours, Monday through Friday. Alternative work schedules may be possible. This position is exempt from the provisions of the Fair Labor Standards Act, and therefore is not eligible for overtime pay.

Union Membership: Z3: Non-rep

Job Code: 116901

To Apply

If you are interested in pursuing this position, please follow the application instructions carefully. If you need this announcement in an alternate language or format, would like to request accommodation or assistance in the application or assessment process or if you have questions please contact: Sianna Weicuss, sweicuss@kingcounty.gov

Forbes recently named King County as one of Washington State's best employers.

Together, with leadership and our employees, we're changing the way government delivers service and winning national recognition as a model of excellence. Are you ready to make a difference? [Come join the team](#) dedicated to serving one of the nation's best places to live, work and play.

Guided by our "[True North](#)", we are making King County a welcoming community where every person can thrive. We value diversity, inclusion and belonging in our workplace and workforce. To reach this goal we are committed to workforce equity. Equitable recruiting, support, and retention is how we will obtain the highest quality workforce in our region; a workforce that shares and will help advance our guiding principles--we are one team; we solve problems; we focus on the customer; we drive for results; we are racially just; we respect all people; we lead the way; and we are responsible stewards. We encourage people of all backgrounds and identities to apply, including Native American and people of color, immigrants, refugees, women, LGBTQ+, people living with disabilities, and veterans.

The Executive Branch includes employees in the Executive branch, the Assessor's Office, Elections, the King County Sheriff's Office, and the Executive Office. **King County is an Equal Employment Opportunity (EEO) Employer.** No person is unlawfully excluded from employment opportunities based on race, color, religion, national origin, sex (including gender identity, sexual orientation and pregnancy), age, genetic information, disability, veteran status, or other protected class. Our EEO policy applies to all employment actions, including but not limited to recruitment, hiring, selection for training, promotion, transfer, demotion, layoff, termination, rates of pay or other forms of compensation.

Benefits

King County offers a highly-competitive compensation and benefits package designed to meet the diverse needs of our employees and support our employees' health and well-being. Eligible positions receive the following benefits and have access to the following programs:

- Excellent medical, dental, and vision coverage options: King County provides eligible employees with options, so they can decide what's best for themselves and their eligible dependents
- Life and disability insurance: employees are provided basic coverage and given the opportunity to purchase additional insurance for both the employee and eligible dependents
- Retirement: eligible King County employees may participate in a pension plan through the Washington State Department of Retirement Systems and a 457(b) deferred-compensation plan
- Transportation program and ORCA transit pass
- 12 paid holidays each year plus two personal holidays

- Generous vacation and paid sick leave
- Paid parental, family and medical, and volunteer leaves
- Flexible Spending Account
- Wellness programs
- Onsite activity centers
- Employee Giving Program
- Employee assistance programs
- Flexible schedules and telecommuting options, depending on position
- Training and career development programs

For additional information about employee benefits, visit our [Benefits, Payroll, and Retirement Page](#).

This is a general description of the benefits offered to eligible King County employees, and every effort has been made to ensure its accuracy. If any information on this document conflicts with the provisions of a collective bargaining agreement (CBA), the CBA prevails.

NOTE: Benefits for Term Limited Temporary (TLT) or Short Term Temporary (STT) positions, including leave eligibility and/or participation in the pension plan through the Washington State Department of Retirement Systems, will vary based upon the terms and details of the position. Short Term Temporary positions are not eligible for an ORCA transit pass.

For inquiries about the specifics of this position, please contact the recruiter identified on this job posting.

Employer

King County

Address

King Street Center
201 South Jackson Street
Seattle, Washington, 98104

Phone

206-477-3404

Website

<http://www.kingcounty.gov/>

Capital Division Director Supplemental Questionnaire

***QUESTION 1**

We appreciate your interest in this very important role. Please confirm that you are aware of the requirement to attach a resume and cover letter with details that explain your qualifications as related to this position.

- Yes, I understand the requirement and have attached a resume and cover letter.
- No. (You may still go back and attach it).

***QUESTION 2**

How many years of experience do you have in leadership roles overseeing large-scale capital programs and multidisciplinary teams?

- No Experience.
- One to less than two years.
- Two to less than three years.
- Three to less than four years.
- Four to less than five years.

Five or more years.

***QUESTION 3**

If you answered the question above to indicate that you have senior leadership experience, in the field below, please include the relevant title you held most recently, the name of the employer, and the approximate dates of employment. If this doesn't apply to you, please type N/A.

***QUESTION 4**

Which of the following best describes your experience leading multidisciplinary teams, departments, or divisions? Please note that your response to this question must align with experience documented in your application materials.

- I have been responsible for oversight of a department or division (or equivalent) with over 30 staff members for a period of less than three years.
- I have been responsible for oversight of a department or division (or equivalent) with over 30 staff members for a period of more than three years.
- I have been responsible for managing a multidisciplinary team (or equivalent) of 10 or more staff members for a period of less than three years.
- I have been responsible for managing a multidisciplinary team (or equivalent) of 10 or more staff members for a period of more than three years.
- My leadership experience doesn't align with the statements above; however, my application materials include my relevant experience.

***QUESTION 5**

If you answered the question above to indicate that you have more than five years experience overseeing large-scale capital programs, in the field below, please include the relevant title you held at the time, the name of the employer, and the approximate dates of employment referenced. If this doesn't apply to you, please type N/A.

***QUESTION 6**

The Capital Division Director is a multi-disciplinary role. Please select which area(s) you have experience in:

- Capital Planning
- Project Delivery
- Public Sector Infrastructure Management
- Managing Large-Scale Capital Portfolios
- Leading Multi-Year Capital Improvement Programs
- Developing, Administering, and Forecasting Capital Budgets
- Project Controls
- Procurement
- Grants
- Legislation
- Compliance
- Municipal Governance
- Intergovernmental relations
- Strategic Alignment
- Key Performance Indicators

- Financial Controls
- Continuous Improvement
- No experience

***QUESTION 7**

In detail, please share your experience related to the selection(s) above. For Leading Multi-year Capital Improvement Programs please provide a short description of the complexity of the work and annual spend.

QUESTION 8

If you do not possess the required combination of education, training and experience, but your application is based on an equivalent combination of education, training and experience that provides the required knowledge, skills and abilities to successfully perform the role, please summarize that equivalent combination here:

***QUESTION 9**

MTD/Nepotism - If you have a relative who works for King County Metro Transit, please provide the employee's name, position, and your relationship. Note: A relative is defined as a parent, child, sibling, spouse or domestic partner, aunt or uncle, niece or nephew, grandparent, grandchild, in-laws, children, or relatives of a domestic partner. If you do not have a relative employed by King County Metro, please indicate "N/A".

***QUESTION 10**

MTD/Nepotism - If you have a relative who works for Metro, please provide the Division of King County Metro that they currently work in. Select all that apply.

- a. Bus Operations Division
- b. Capital Division
- c. Employee Services Division
- d. Facilities Division
- e. Finance & Administration Division
- f. General Manager's Office
- g. Marine Division
- h. Mobility Division
- i. Rail Division (including Streetcar)
- j. Safety, Security & Quality Assurance
- k. Vehicle Maintenance
- l. I do not know which Division my relative works in at Metro Transit
- m. I do not have a relative that works for King County Metro

***QUESTION 11**

In detail, please share your experience related to the selection(s) above. For Leading Multi-year Capital Improvement Programs please provide a short description of the complexity of the work and annual spend.

***QUESTION 12**

MTD- Are you applying to this position as an eligible current or previous King County Employee Priority Placement Program Participant? AND Is this position the same or lower percentage of full-time when compared to the position held at the point of the notification of layoff? AND Do you possess the skills and abilities to qualify for this position?

- Yes, I was given a layoff notice from my Career Service role at King County and I am within two years of the effective date of my layoff. Additionally, the position I was laid off from was the same or a higher percentage of FT status when compared to this one.
- No.

QUESTION 13

MTD - If you answered yes to the question above and you are applying for this position as a Priority Placement Participant, to be considered, you must provide the following three pieces of information in the space provided: 1. The title you held when you received your layoff notice 2. The department you worked in 3. The effective date of your layoff

*QUESTION 14

I certify that the statements made by me on the application and supplemental questions are, to the best of my knowledge, true, complete and correct. I understand that any misrepresentation or material omission of fact on this or any other document required by King County may constitute grounds for rejection, or if employed by King County, for disciplinary measures, including dismissal.

- Yes
- No

* Required Question