

MARIN COUNTY TRANSIT DISTRICT

General Manager



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transit**



Marin County Transit & the Community

About Marin Transit...

Formed in 1964 by a vote of the people, the Marin County Transit District (Marin Transit) is the local public transit provider for Marin County, California. Unlike many agencies, Marin Transit operates entirely through partnerships with contracted operators—including Golden Gate Transit, Marin Airporth, Transdev, and Bauers Intelligent Transportation—allowing the District to focus on planning, oversight, customer experience, and innovation.

Over the past two decades, Marin Transit has grown from a small pass-through agency to a recognized leader in local transit delivery. Following a major restructuring in 2003 and the approval of a dedicated ½-cent transportation sales tax (Measure A, renewed as Measure AA in 2018), the District has expanded mobility options throughout the county. Today, Marin Transit provides a wide variety of services: local fixed-route buses, paratransit, rural services, supplemental school transportation, community shuttles, the Muir Woods Shuttle, and innovative mobility management programs for seniors, youth, and people with disabilities.

With a FY 2025–26 operating budget of \$46.6 million, a \$10 million capital budget, and a fleet of 97 vehicles, Marin Transit continues to evolve to meet the community's needs. Ridership surveys show a multicultural, transit-dependent customer base: 70% of riders identify as minorities (with 56% Hispanic/Latino), nearly a quarter are under 18, and over three-quarters live in households without a car.

The District is governed by a seven-member Board of Directors made up of the Marin County Board of Supervisors and two city/town representatives. Staff has grown to 21.5 full-time positions, with four directors reporting directly to the General Manager.

About the Community...

Home to 260,000 residents, Marin County is one of the most sought-after communities in the San Francisco Bay Area. Known for its breathtaking landscapes—from redwood forests and Pacific beaches to rolling hills and the iconic Mt. Tamalpais—Marin offers a high quality of life with abundant outdoor recreation, vibrant towns, and a strong local economy.

The County blends suburban convenience with rural charm and is a hub for innovation in health care, biotech, film, technology, and environmental stewardship. Residents benefit from top-ranked schools, an engaged citizenry, and a strong commitment to sustainability and quality of life.

The Position

This is an exciting opportunity to lead a progressive, community-focused transit agency in one of the nation's most dynamic regions.

Reporting to the Board of Directors, the General Manager serves as the chief executive officer of Marin Transit. The GM oversees all aspects of the District's activities, including:

- Organizational leadership and staff development
- Contract management with multiple service providers
- Fiscal oversight and budget management
- Capital planning and delivery Policy development and implementation
- Public engagement, media, and intergovernmental relations
- Expansion of innovative mobility services and programs

The next General Manager will guide Marin Transit into its next chapter, advancing the District's role as a mobility leader, strengthening sustainability initiatives, and ensuring equitable, high-quality service delivery to the county's diverse communities.

The Ideal Candidate

The Board seeks a visionary, collaborative, and strategic leader with demonstrated success in public transit management. The ideal candidate will bring:

- Deep knowledge of transit operations, planning, funding, and capital programs
- Strong skills in contract negotiation, financial management, and performance-based oversight
- A proven ability to engage effectively with elected officials, regional partners, staff, and the public
- Commitment to equity, accessibility, and environmental sustainability
- The leadership presence to serve as a trusted spokesperson for the District

Experience in California or the San Francisco Bay Area is desirable but not required.

Current Issues & Priorities

Fiscal Pressures – Marin Transit relies on a dedicated Countywide sales tax (Measure AA), Transportation Development Act (TDA), State Transit Assistance (STA), and property tax for 82 % of its operating budget. Contracted transit service operations and fuel costs have outpaced growth in revenues in recent years, and prudent financial management and one-time COVID-relief assistance has allowed Marin Transit to maintain service levels. Forecasts for the next five years indicate that additional measures will be needed to balance annual expenditures and revenues to avoid a fiscal cliff.

New Operations and Maintenance Facility Development – Marin Transit lacks a fixed route bus operations and maintenance facility. A site has been purchased and partial funding for development of the facility is available. The facility will help ensure that the District can fully transition to a zero-emission fleet and will attract greater competition for service operations contracts. Securing additional funding to complete construction of the facility is a high priority.

Fixed Route Service Changes – Marin Transit's first major service change since 2016 is planned for implementation in April 2026. The goals of the service change are to reduce service duplication, enhance legibility of the system, and grow ridership. The service change is a result of a collaborative comprehensive analysis of transit service in the Highway 101 corridor between Marin and Sonoma Counties. Service coordination with Golden Gate Transit's regional bus service and SMART's rail service has been essential to the service plan and will continue to be important as the implementation is monitored and evaluated.

Organizational Effectiveness – Marin Transit is recognized as an excellent place to work and was selected as the Women's Transportation Seminar (WTS) Employer of the Year. The small team is known for its diversity, creativity, and vision. As the team is stretched to meet increasing demands and as fiscal resources become scarcer, Marin Transit will be challenged to align priorities and staffing requirements, while retaining innovative approaches to service delivery. Marin Transit has a strong team of employees that work efficiently and effectively together. The organization prides itself on its collaborative team-based culture that balances employees' professional and personal lives and one in which all employees lean in to provide the best services possible to its customers. Reinforcing the collaborative nature of the organization and supporting a culture that values a work-life balance is essential to successful leadership at Marin Transit.



Education & Experience

- At least five years of progressively responsible experience in a public transit agency, with three years at a management level
- Bachelor's degree in transportation planning, public or business administration, engineering, or a related field (Master's preferred). Equivalent professional management experience in lieu of a degree may be considered.

Compensation & Benefits

The annual salary range for the General Manager is \$250,000–\$290,000 depending on qualifications. Marin Transit employees are at-will and receive a comprehensive benefits package, including a defined contribution retirement plan with an employer contribution of 10–15% based on years of service. Benefits for the General Manager may be negotiable.

To Apply:

To obtain additional information or to submit a cover letter and resume, please contact Gregg A. Moser, Partner, K&A at gmoser@kapartners.com.

Applications are due by 5:00 pm PST, November 14, 2025

