

THE HAMPTON ROADS TRANSPORTATION ACCOUNTABILITY COMMISSION, VIRGINIA

EXECUTIVE DIRECTOR

The Hampton Roads Transportation Accountability Commission (HRTAC) is seeking its next Executive Director. The Commission, formed in July 2014, is a political subdivision of the Commonwealth of Virginia and is comprised of state legislators, locally elected officials, and members of the Executive Branch. The Commission was created to accelerate the construction of transportation projects within the Hampton Roads region and is tasked with managing approximately \$267 million of revenues collected annually from sales and fuel taxes generated within the region for major congestion relief transportation improvement projects. The Commission is also tasked to administer the Hampton Roads Regional Transit Program supporting Hampton Roads Transit with annual fund revenues of \$36 million. This year, HRTAC issued its \$7.582 billion FY2026 through FY2031 Funding Plan Update and its \$11.94 billion Long-Range Funding Plan Update through FY2045. Of the total Hampton Roads Transportation Fund and toll revenue supported project costs under agreement, \$5.3 billion is sourced by HRTAC controlled monies.

The Executive Director's is expected to successfully:

- Work with board members to establish policy and build consensus with internal and external stakeholders to advance the Commission's mission.
- Manage two dedicated revenue regional highway and transit funds and develop and execute highway/transit programs and projects administered by HRTAC.
- Lead funding plan development, debt financing, and contract negotiations and oversee \$5.3 billion in active road, bridge, and tunnel capital construction projects under agreement to deliver over 200 new or improved interstate lane miles by 2026, including the I-64 Hampton Roads Bridge Tunnel (HRBT) expansion project, which is the largest single infrastructure project in Virginia's history, and the 44 mile long Hampton Roads Express Lanes Project.
- Lead day-to-day operations, human resources, and administration.
- Develop and execute the annual administrative, project development, and capital budget and direct a cash investment portfolio of over \$1.6 billion.
- Work closely with USDOT, Build America Bureau, Governor's Cabinet, VDOT and state elected officials and coordinate legislative efforts to increase state and federal funding for regional highway and transit projects.
- Negotiate large scale agreements like the \$3.8 billion project agreement for the HRBT project and the 44-mile-long Hampton Roads Express Lanes Network agreement with VDOT, a new HOT toll road development project being built and future operated under HRTAC's authority by completion of HRBT.
- Lead development and execution of plans of finance, debt management plan, bond issuances, and TIFIA federal loans for capital projects.

To be considered competitive, candidates must possess a bachelor's degree in planning, business, transportation management, public administration, economics, engineering, or related field, with a master's degree preferred and a minimum of ten (10) years of management experience, with demonstrated success in working in a fast-paced, dynamic environment. Knowledge of, and experience working with, public-private partnerships (p3); particularly those related to transportation is an important consideration. Experience working with a wide range of transportation issues with a keen understanding of the difficulty of completing complex projects is also beneficial. Successful candidates must have demonstrated success in working with and closing large scale, complex transportation-related deals and projects with multimillion dollar budgets on time and within budget. The ideal candidate should also possess significant experience in working with a variety of local governments, authorities, and agencies dedicated to transportation financing and construction related issues. Good communication skills are an important consideration, and candidates must possess skills which allow them to interpret and communicate complex issues to groups with widely varying interests in a tactful and concise manner. Knowledge of and insights into obstacles transportation projects may encounter, such as environmental issues, VDOT processes, federal regulatory agency requirements, and the military, in the capital planning and implementation process is also beneficial.

The salary for the position is negotiable, based upon qualifications and experience. Excellent benefit package includes participation in the Virginia Retirement System, vacation, discretionary family and sick leave, group life insurance, medical insurance, negotiated vehicle allowance, and professional dues and conference expenses. Employment Contract for the position will initially be for a term of three years, with an opportunity to extend the term based upon acceptable performance of the Executive Director.

The application deadline is November 6, 2025. To be considered, please submit a cover letter, resume, and at least three (3) professional references to:

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*The Hampton Road Transportation Accountability Commission
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