



**marin
transit**

EXECUTIVE POSITION OPPORTUNITY

Director of Finance

An executive opportunity for a public-sector finance leader with extensive grants experience.

Public finance | Transit | Grants | FTA | Strategy



ABOUT THE DISTRICT

Mobility, access, and public stewardship

Formed by a vote of Marin County residents in 1964, Marin County Transit District, known as Marin Transit, is the public agency responsible for funding, planning, and managing local public transit services throughout Marin County. Marin Transit supports mobility for diverse service areas that includes urban corridors, rural communities, schools, and visitor destinations serving a diverse community of visitors and residents who depend on transit for daily access. As a lean, community-serving agency, Marin Transit staff lead planning, capital investments, financial management, and operations oversight, while working closely with contracted operators and regional, local, and community partners. For more information, visit www.marintransit.gov.

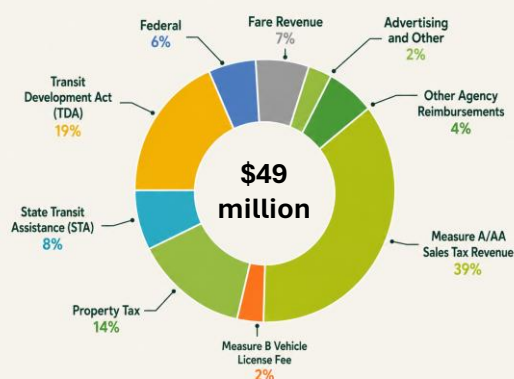
About Marin County: Located just across the Golden Gate Bridge from San Francisco, Marin County is a dynamic, economically, and culturally diverse community of 260,000 informed and involved residents. Marin County is marked by beautiful beaches, groves of redwoods and oaks, rolling foothills, and scenic valleys. Marin County is known for its combination of rural and suburban lifestyles and is a recreation destination for the entire Bay Area with more than 140,000 acres of federal, state and county parkland, county open space and water district lands. The mild year-round climate is highlighted by cool, coastal fog tempering the warm inland temperatures of summer.

MARIN TRANSIT AT A GLANCE

- Approximately **3.4 million** passenger trips annually
- More than **210,000** revenue hours of service
- Fleet of **over 110** buses
- \$65+ million** FY 2026/27 operating and capital budget

Operating Revenue Sources

FY 2026/27 Budget



01 A diverse service portfolio

Local fixed route service, rural service, supplemental school transportation, the Muir Woods Shuttle, paratransit, and mobility programs all operate within one countywide transit agency.

02 A partnership-based operating model

Marin Transit delivers service through contracted operators and works closely with regional agencies, local jurisdictions, community organizations, funding partners, and oversight bodies.

03 A complex planning and funding environment

The District balances service needs, capital projects, grant requirements, local sales tax funding, state and federal funds, reserves, and long-range financial planning through its annual budget and Short Range Transit Plan.

GOVERNANCE

Marin Transit is governed by an eight-member policy board representing Marin County supervisorial districts and city interests, with public meetings and local accountability built into the District's decision-making structure.

ABOUT THE ROLE

Executive finance leadership for a lean, mission-driven public transit agency

The Director of Finance serves as the District's executive-level financial leader, responsible for planning, directing, and overseeing all finance programs, long-range financial strategy, and high-impact fiscal initiatives.

This position provides authoritative analysis and recommendations on major financial decisions, leads development of the annual operating and capital budgets, oversees accounting operations and internal controls, ensures audit readiness, directs financial systems, and manages complex grant funding strategy and compliance.

Under administrative direction of the General Manager, the Director of Finance serves as a key member of the Executive Team, contributing to District-wide strategic planning, organizational development, and executive decision-making.



KEY AREAS OF RESPONSIBILITY

01 Budgeting, Forecasting & Decision Support

Guide development of the annual operating budget and support the annual capital budget process in close coordination with departments across the District. Develop and maintain multi-year financial models, conduct scenario analysis, and translate complex financial information into clear, decision-ready materials for the General Manager, Executive Team, and Board.

02 Grants, Funding & Compliance

Lead financial strategy for federal, state, and local grant funding, with particular emphasis on FTA or comparable grant programs. Support funding eligibility, match strategy, applications, reporting, reimbursements, drawdowns, post-award compliance, audit readiness, and coordination with partner and funding agencies.

03 Accounting, Audit & Internal Controls

Oversee accounting operations, financial reporting, cash management, payroll, accounts payable and receivable, financial systems, and internal controls. Direct external audits and financial reviews, strengthen policies and procedures, and ensure timely, accurate, and defensible financial work products.

04 Team Leadership & Collaboration

Supervise, mentor, and develop finance staff while providing practical, collaborative leadership in a lean-agency environment. Partner across departments, support consultants and vendors, resolve complex issues, and help align financial practices with District goals and operational needs.

ABOUT THE ROLE

THE IDEAL CANDIDATE

A seasoned public-sector finance leader with experience in transit, transportation, or another public agency environment with grant-funded programs. The ideal candidate will bring strong technical expertise in budgeting, accounting, audits, internal controls, financial reporting, forecasting, financial systems, and grants strategy and compliance, along with the ability to serve as a trusted strategic advisor to the General Manager, Executive Team, and Board of Directors.

Because Marin Transit is a lean agency, the ideal candidate must be more than a strategic finance advisor. They must be willing and able to own the finance function at both a leadership level as well as a practical operating level. Candidates from larger agencies should be able to demonstrate that they have personally managed or deeply understood these functions, not only overseen them through multiple management layers.

The District is especially interested in candidates with meaningful experience managing FTA or comparable federal, state, and local grant programs, including funding strategy, eligibility, match strategy, compliance, and audit readiness. The successful candidate will be a practical, collaborative, and hands-on leader who can support and develop a small finance team, partner effectively across departments, represent the District in grants and finance forums, and communicate complex financial information clearly to a variety of audiences.

This is an excellent opportunity for a steady, solutions-oriented finance professional who wants to make a meaningful impact in an evolving public transit organization and who can balance strategic judgment with practical execution.

MINIMUM QUALIFICATIONS

Any combination of education and experience that provides the required knowledge and abilities is qualifying. Typical qualifications include:

- Bachelor's degree in accounting, finance, economics, business/public administration, or a closely related field.
- At least seven (7) years of progressively responsible professional experience in public-sector finance, budgeting, financial reporting, and grants administration.
- At least two (2) years in a management or supervisory role.
- Additional directly related experience may substitute for education on a year-for-year basis, consistent with District Policy.



ABOUT THE ROLE

COMPENSATION AND BENEFITS PACKAGE

Salary Range **\$176,265 – \$237,946**

Compensation to be determined based on experience, qualifications, and internal equity.

A Comprehensive Benefits Package

- 01 Health & Insurances**
 - Paid premiums for employees' medical insurance and 95% of base HMO premium for families.
 - Employer paid dental and vision insurance.
 - Optional flexible spending account.
 - Employer paid life insurance and long-term disability insurance.
- 02 Retirement Benefits**
 - Employer contribution of 10%-15% of salary to 401(a) retirement account, based on years of service.
 - Participates in Social Security.
 - Deferred compensation plan.
- 03 Paid Time Off & Other Benefits**
 - 80 to 160 hours of vacation accrual per year, based on years of service.
 - 16 ½ days of other paid time off, including Holidays and management leave.
 - Employer paid Employee Assistance Program (EAP).
 - Transit benefits.

APPLICATION PROCESS

This position is open until it is filled and may close without notice. Interested candidates should **apply immediately. To be considered, please submit a resume and cover letter to:**

APPLY HERE:
www.TheHive.Consulting/Careers

Priority Resume review by July 15, 2026.

For additional information, please contact the recruiter for this role at:

Rex Sanders
(619) 505 - 9305
recruiting@thehive.consulting
<https://www.TheHive.Consulting>

Marin County Transit District is an Equal Opportunity Employer and does not discriminate on the basis of any legally protected status. The District will provide reasonable accommodation as required by law.