marin transit



MANAGEMENT OPPORTUNITY

Transit Services Manager

Help Marin County residents and visitors get where they need to go.

- Service Planning
- Schedules & Changes
- Mobility Programs
- Agency Partnerships



ANTICIPATED HIRING RANGE
$145,000 – $165,000

PRIORITY REVIEW BY WEEK OF
December 7, 2026

THE OPPORTUNITY

Help shape how Marin County moves

This newly created manager role makes you part of the decisions that shape daily transit. You will lead fixed-route and Marin Access service planning, oversee specialized transportation and customer programs, and stay involved as changes move from planning through implementation.

In a lean, collaborative agency, your judgment matters: balancing what riders need, what resources allow, and what service providers can deliver.



~3.4M passenger trips annually

210K+ revenue hours of service

110+ buses in fleet

~84K Marin Access trips a year

A diverse service portfolio

Local fixed-route, rural, school, and Muir Woods Shuttle service, paratransit, and mobility programs serve riders with very different needs. You will help these services work as a connected, responsive network.

Because Marin Transit's service is run by contracted operators, good plans depend on close working relationships. You will coordinate with colleagues, contractors, and partners to put those plans into service.

A trusted voice with partners

From technical advisory committees to agency projects and community conversations, you will represent Marin Transit and listen carefully, explain the District's perspective, and bring what you learn back to the team.

Learn more: www.marintransit.gov

SCOPE OF THE ROLE

- Service planning and scheduling
- Service changes, detours, and rider information
- Short Range Transit Plan
- Marin Access and mobility programs
- Muir Woods Shuttle and school transportation
- Contract and procurement support

ORGANIZATION

REPORTS TO
Director of Operations and Planning

TEAM
Supervises assigned staff

WORK LOCATION
San Rafael, CA; Hybrid Schedule

ABOUT THE ROLE

Service planning that goes beyond the plan

At Marin Transit, you will help shape how services are designed, then stay involved as those decisions become schedules, service changes, and improvements riders experience every day.

You will lead fixed-route and Marin Access service planning, oversee scheduling, and guide a diverse portfolio of mobility and customer programs. You will also bring the service perspective to capital projects, bus stop improvements, and partnerships across Marin County.

It is a role that combines technical judgment with people leadership. You will guide a team and work closely with Operations, Data, contractors, and partner agencies to make sure plans are thoughtful, practical, accessible, and ready to deliver.



WHAT YOU WILL LEAD

01 Shape routes and schedules

Lead fixed-route and Marin Access service planning, deliver the Short Range Transit Plan, and manage fixed-route scheduling.

02 See service changes through

Coordinate service changes and detours with contractors and Operations, from schedules and GTFS to rider information and readiness.

03 Lead specialized transportation

Oversee Marin Access services and eligibility, customer programs, school transportation, and the Muir Woods Shuttle.

04 Connect service to projects

Bring rider needs into bus stops and capital planning; guide contracts, procurement support and interagency work.

HOW THE TEAM IS ORGANIZED

OPERATIONS

Delivers the service each day.

Contract oversight, safety, and daily service.

THIS ROLE

TRANSIT SERVICES

Plans the service and its programs.

Planning, changes, accessibility, and programs.

DATA

Makes the information reliable.

Reporting, data quality, and analytics.

THE IDEAL CANDIDATE

You are an experienced planner and leader who can represent the District

You may be an experienced transit planner ready to take on a management role, or a transportation professional with a strong background in planning and project coordination. You demonstrate the ability to evaluate service options, communicate recommendations clearly, work effectively with partner agencies, and lead a team. Experience with specialized transportation and ADA programs is highly desirable.

01 See the whole system

Consider riders, service connections, accessibility, service quality, costs, and operational realities.

02 Communicate with clarity

Be comfortable with technical committees and community settings, explaining both the what and the why.

03 Build working relationships

Bring operators, agency partners, consultants and internal colleagues into the work, and follow up.

04 Understand public planning

Solid working knowledge of CEQA, project review, and transportation funding; ADA and paratransit experience.

05 Manage the moving pieces

Keep contracts, budgets, programs and schedules on track while managing competing priorities.

06 Help a team grow

Coach staff, set expectations, delegate thoughtfully, and create room for people to do their best work.

MINIMUM QUALIFICATIONS

Any combination of education and experience that provides the required knowledge and skills is qualifying. A typical path includes:

EDUCATION

Equivalent to a four-year college degree with major coursework in transportation planning, public or business administration, urban or regional planning, mobility management, engineering, social services, or a related field. Additional qualifying experience may substitute for education year for year.

EXPERIENCE & LICENSE

At least five years of increasingly responsible professional experience in transit planning, scheduling, specialized transportation, mobility or program management, contract management, and/or project coordination; at least two years of lead or supervisory responsibility. A valid California driver's license is required.

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**.



1964
year Marin County voters formed the District

260,000
Marin County residents

140,000+
acres of parkland and open space



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.

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.

COMPENSATION AND HOW TO APPLY

A comprehensive benefits package

ANTICIPATED HIRING RANGE

$145,000 – $165,000

Pay within the range depends on experience, qualifications, and internal equity.

01 Health & Insurance

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 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.

HOW TO APPLY

APPLY HERE: www.TheHive.Consulting/Careers

01 Choose the Transit Services Manager opening and complete the online application.

02 Attach your resume and cover letter. Tell us what draws you to this role and give one example of a service, program, or project you helped plan or change. Describe your role, who you worked with, the problems you solved, and the result.

RECRUITMENT SCHEDULE

Applications	**Open until filled**
Priority review	**Week of Dec 7, 2026**
Panel interviews	**Target Dec 17-18, 2026**
Expected start	**January 2027**

THE SELECTION PROCESS

The recruiter reviews applications, speaks with promising candidates, and shares a shortlist with the District. Selected candidates are invited to panel interviews.

RECRUITER CONTACT

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Marin County Transit District is an Equal Opportunity Employer and does not discriminate on the basis of any legally protected status. Applicants who need reasonable accommodation during recruitment or to perform essential job functions, including driving-related duties, may contact the recruiter.

Recruitment support by TheHive
PEOPLE-CENTERED HUMAN RESOURCES SOLUTIONS