



# King County Rail Supervisory Control and Data Acquisition (SCADA) Chief

<b>SALARY</b>	\$58.45 - \$70.66 Hourly \$121,576.00 - \$146,972.80 Annually	<b>LOCATION</b>	Multiple locations in King County, WA
<b>JOB TYPE</b>	Career Service, Full Time, 40 hrs/week	<b>JOB NUMBER</b>	2024SJ21744
<b>DEPARTMENT</b>	MTD - Metro Transit	<b>DIVISION</b>	Rail
<b>OPENING DATE</b>	05/09/2024	<b>CLOSING DATE</b>	5/27/2024 11:59 PM Pacific
<b>FLSA</b>	Exempt	<b>BARGAINING UNIT</b>	C3 : PROTEC17-Transit Chiefs
<b>FULL- OR PART-TIME</b>	Full Time		

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## Summary



**King County Metro Transit is hiring a career service Rail Supervisory Control and Data Acquisition (SCADA) Chief.** If you are ready to take on this exciting leadership opportunity and contribute to the safe, reliable, and efficient operation of our light rail system, we invite you to apply! Join us in shaping the future of transportation in King County.

In this role, you will oversee a highly skilled group of SCADA Specialists, and ensure the effective operation of our SCADA systems that supports our Light Rail operations. The SCADA Chief works in close partnership with the Regional Transit Authority (Sound Transit), overlapping agencies, and other leaders within the Rail Division when resolving SCADA-related issues, so the ideal candidate will be able to bring people together, mitigate barriers, and manage expectations in a diplomatic way.

Our ideal candidates will be able to utilize their strong knowledge of Rail SCADA systems to provide technical expertise to the team and be able to effectively support and communicate with a diverse employee work group in order to proactively solve problems that impact service delivery. The most competitive candidates will demonstrate their ability to encourage a culture of safety, inspire high standards of customer service excellence, and be able to motivate employees through relationship building, respect, and trust. Our Chiefs promote teamwork, resolve conflicts that arise, and promote a collaborative environment. #RailJobs #TradesJobs

**Who May Apply:** We are accepting applications from all qualified applicants.

**Recruitment Information:** This recruitment will be used to fill one (1) career service Rail SCADA Chief position. It may also be used to fill a Special Duty Assignment for King County employees who have completed their initial King County probation.

This recruitment will also be used to establish a candidate pool for future Career Service, or Special Duty Assignment (SDA) opportunities for the Rail SCADA Chief classification that may occur over the next six to twelve months from the establishment of the pool, at the discretion of the hiring authority.

**NOTE: This position is considered safety sensitive.** Applicants for these positions are required to undergo physical and drug testing prior to employment and subsequent to the commencement of employment, will be subject to random, post-accident, reasonable suspicion, return to duty, and follow-up drug and alcohol testing in compliance with Federal DOT alcohol and controlled substance testing program protocols.



#### **ABOUT METRO TRANSIT'S EXPANDING RAIL DIVISION**

Metro Transit's Rail Division is responsible for operating and maintaining Sound Transit's Link Light Rail service on a 24.5-mile route from Angle Lake to Northgate. By the end of 2024, our Light Rail is expected to expand to nearly 60 route miles, with the planned addition of 19 more stations. These rail services complement Metro's robust fixed-route bus system and mobility services, and the Puget Sound transit agencies are working together to build an integrated system that lets people travel farther, faster, and more easily.

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

#### **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 that exemplify shared values, behaviors, and practices to all aspects of the work. As a Rail SCADA Chief, you will also:

#### **Management duties:**

- Build, support, and foster a culture of care within the SCADA workgroup and Rail Division.
- Supervise, develop, and direct the work of SCADA personnel and equipment at bases and out in the field. Provide management support for the training of staff.
- Oversee, supervise and prioritize daily operations and the inspection, maintenance, repair and testing of SCADA systems that support the operation of the light rail services. Supervise the technical maintenance of servers and fiber

optic networking systems, system databases and related components of SCADA control

- Exhibit positive leadership and role modeling to encourage and support staff while managing employee performance.
- Chiefs assist in the selection of staff, coordinate, and assign work, counsel, and discipline subordinates in accordance with labor contracts and agreement provisions and Light Rail rules and procedures.
- Build and maintain relationships with key stakeholders in the Rail Division, with Sound Transit and in Metro broadly.
- Participate in labor and employee relations activities for the Division.
- Represent management at disciplinary hearings and grievances, interpret labor contract provisions in support of supervisory role, including grievance resolution, establishing, and developing collaborative relationships with Union leadership, and assist in labor negotiations and contract changes as needed.
- Work closely with Human Resources and Labor Relations staff to track and resolve personnel issues and other related labor issues.

**In addition to the management duties listed, as the Rail SCADA Chief you will also:**

- Collaborate with Sound Transit, Rail Division management, peers, and contractors to assure a safe, reliable, and efficient Light Rail operation.
- Maintain, update, and manage communication equipment and SCADA inspection and maintenance programs;
- Assign and verify inspections, service, and repairs;
- Schedule work assignments for routine and special events;
- Manage contract administration of maintenance and service providers;
- Assist in the development and management of the budget;
- Participate in accident investigation teams and recommend corrective actions as necessary;
- Assist with training and certification activities;
- Identify and participate in process improvement and other improvement efforts.
- Lead safety and security efforts, including coordinating and advising safety and security committees and making recommendations to management.
- Respond to questions and provide technical advice on project requirements, specifications, and material requirements.
- Maintain and verify various records regarding work performed, time spent, materials used, operating logs, and related information; enter and extract data using automated systems; maintain manual records as required.
- Participate in the development and implementation of a comprehensive preventative maintenance program for SCADA and associated features of the light rail system; prepare records and document maintenance and diagnostic data.
- Consult with engineering, warranty, safety, environmental, materials, transportation, contracts, and other staff in the development and implementation of maintenance programs and standard maintenance and operating procedures.
- Respond to emergency situations. Prioritize and determine work priorities for emergency maintenance tasks.
- Act as Project Manager for various projects and contracts.
- Perform other duties as assigned.

## **Experience, Qualifications, Knowledge, Skills**

**We are looking for candidates who possess the following Minimum Qualifications:**

- Two (2) years of experience in a lead or supervisory capacity which included activities such as assigning work, leading, selecting, and/or coaching an employee group; **AND**
- Two (2) years of experience performing maintenance, repair, and troubleshooting of communications and SCADA systems; preferably within transit systems.

**OR**, any equivalent combination of experience and education that provides the desired skills, knowledge, and ability required to perform the work.

**Additional Minimum Qualifications include:**

- Strong motivation to manage a diverse employee team, promoting a culture of care, inclusion, and belonging while building relationships and trust with employees.
- Working knowledge of the theory, operation, maintenance, overhaul, repair, and troubleshooting of communications and SCADA systems;

- Knowledge of diagnostics and maintenance techniques and practices supporting SCADA, components, networks, and devices required
- Knowledge of principles of networks and Programmable Logic Controllers (PLC);
- Knowledge of appropriate national, state, and local codes and means of compliance;
- The ability to assess employees' technical proficiency and productivity issues and address them through coaching and training.
- Skill in planning, scheduling, prioritizing, and organizing the work of maintenance functions to ensure optimal effectiveness and efficiency while meeting established standards and deadlines.
- Strong problem-solving and time management skills, and the ability to effectively balance daily responsibilities, multiple simultaneous projects, and competing priorities from various internal and external stakeholders and partner agencies.
- Ability or skill in managing a highly unionized workforce, building strong relationships with Union partners, and attaining mutually beneficial solutions.
- Professional written and verbal communication skills, and strong interpersonal skills, including the ability to listen carefully to others with an open mind, and give and receive feedback.
- Experience using computer software such as Microsoft Office (Outlook, Word, Excel, Teams, and SharePoint) and the ability to use an Enterprise Asset Management System (EAMS, or similar asset management system).

**Desirable Qualifications include:**

- Knowledge of budget monitoring.
- Experience with APTA, FRA, FTA, and AREMA standards and best practices.
- Ability to learn principles and techniques of curriculum planning, training needs assessments, testing, and training program development.
- Skill in performing and documenting investigations into employee misconduct, including customer and stakeholder complaints.

**Necessary Special Requirements:**

- A valid driver's license with acceptable driving history and possess a Washington State license within 30 days of hire.
- Work requires remaining available for work 24 hours per day during scheduled rotational assignments as on-call Chiefs.
- Willingness and availability to work varying shifts on weekdays, nights, weekends, and holidays as required to support staff and critical work and consistent with negotiated agreements.
- Work may require reporting for extended duty hours during adverse weather events and other emergencies.
- Must pass drug and alcohol testing provision for safety-sensitive positions as required by the U.S. Department of Transportation, 49 CFR Parts 40 and 655.

**Supplemental Information**

**Job Structure**

The work performed for this position is primarily on-site at the two Link Light Rail Operations and Maintenance Facilities: Central (3407 Airport Way South, Seattle) and East (1925 120th Ave Bellevue WA 98005). Locations may change in the future based on operational needs. This position may be assigned to work on various shifts (Day, Swing, or Graveyard) including weekends; days off may vary. This classification is exempt from the provisions of the FLSA and is therefore not eligible for overtime pay. This position will have on-call responsibilities and may require incumbents to remain available for work 24 hours per day during scheduled on-call rotational assignments, and work may require reporting for extended duty during adverse weather events and other emergencies.

**Work Conditions**

Work will be performed both indoors and outdoors and in inclement weather. The position requires minimal physical skill and effort beyond the use of everyday office equipment and supplies and may require stooping or bending motions when inspecting work. This field of work also requires working in high places from mechanical lifts and structures and in high-voltage environments. The position requires physical skill and effort to operate tools, equipment, vehicles, and supplies to demonstrate and teach repair procedures to others.

## To Apply

The following application materials are required:

- **An online King County application**, updated with all relevant work history going back 10 years (or more, if necessary), with all duties, dates of employment, and reasons for leaving explained clearly.
- **Responses to all required supplemental questions**
- **Attach an updated and accurate resume**

### Selection Process:

Applicants will be screened for clarity, thoroughness, competitiveness, and written communication skills. Initial screening will be based on a review of application materials. The employment history detailed in your application **MUST** validate/support your responses to the supplemental questions and cover letter. If your responses cannot be validated, you will not proceed to the next steps of the review/selection process. The most competitive candidates may be invited to complete skills testing or participate in one or more interviews. Employment offers will be finalized only after candidates have successfully completed the required physical examinations and pre-employment drug screens. Reference checks, King County employment record reviews, and reviews of driving records will also be conducted prior to any final offer of employment. **Applications without the following required materials will not be considered for this position:**

- **King County Application**
- **Resume**
- **Responses to Supplemental Questions**

For guidance on how to complete these required materials, be sure to visit the [Career Support Services website](#) for tips and examples on how to make your application materials more competitive for King County recruitments. Applicants who are unable to apply online should follow the instructions at [Application FAQ's- King County](#). For technical support related to your application, contact the GovernmentJobs' applicant support team for assistance: +1 855-524-5627.

### About King County Metro Transit

Metro is committed to providing transportation services that connect all people and all communities of King County, focus on the equitable distribution of our service and the equitable application of our work (inside and outside the agency), and combat climate change by doing our work in a sustainable manner. Metro Transit is King County's largest Department, employing well over 5,000 people who primarily work in the field of transit operations, vehicle maintenance, transit facilities operations, and marine.

King County Metro Transit is a regional leader in helping people move quickly throughout the region, reducing commuter stress, greening the environment, and radically improving urban air quality by providing comfortable, effective transit services for the thousands of commuters and other residents of King County, Washington. Working for Metro means working for a leader in this nation's public transportation industry.

### COMMITMENT TO EQUITY & SOCIAL JUSTICE

As the only jurisdiction in the world named after Dr. Martin Luther King, Jr., one of the most influential civil rights leaders in our nation's history, King County is a vibrant, diverse community with residents that represent countries from around the world. It is a region with increasing diversity that embraces the traditions of many cultures. To learn more, please visit <https://www.kingcounty.gov/elected/executive/equity-social-justice.aspx>.



**Forbes 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.



We are racially just.



We respect all people.



We lead the way.



We are responsible stewards.



We are one team.



We solve problems.



We focus on the customer.



We drive for results.

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 Americans and people of color, immigrants, refugees, women, LGBTQ+, people living with disabilities, and veterans.

### **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.

**Union Membership:** PROTEC17: Professional and Technical Employees, Local 17 -- Transit Chiefs

**Class Code:** 8730400 TRANSIT CHIEF – RAIL WAY, SIGNALS & FACILITIES

**Questions ?** Contact Skyler Jones, HR Analyst, [skjones@kingcounty.gov](mailto:skjones@kingcounty.gov).

### **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:

- Medical, dental, and vision coverage: King County pays 100% of the premiums for eligible employees and family members
- 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: King County employees are eligible to 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.

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**Agency**

King County

**Address**

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

**Phone**

206-477-3404

**Website**

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

## Rail Supervisory Control and Data Acquisition (SCADA) Chief Supplemental Questionnaire

### \*QUESTION 1

Are you applying to this position as an eligible current or previous King County Employee Priority Placement Program Participant? 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? Do you possess the skills and abilities to qualify for this position?

Yes, I was given a layoff notice from my 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 2

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 3

Have you tested positive, or refused to test, on any pre-employment drug or alcohol test administered by an employer to which you applied for, but did not get hired, safety-sensitive transportation work covered by the DOT drug and alcohol testing rules during the past two years?

Yes

No

### \*QUESTION 4

If so, for which employer and when? (If not, please answer "N/A").

### \*QUESTION 5

Do you currently have a valid Washington State driver's license?

Yes

No



**\*QUESTION 6**

Have you had a license in another state besides Washington in the last 5 years?

- Yes
- No

**\*QUESTION 7**

If you indicated above that you have had a license in a state other than Washington in the last 5 years, list the state(s) and the years you had the license(s).

**\*QUESTION 8**

Please indicate the number of years of experience you have performing maintenance, repair, and troubleshooting of communication and SCADA systems.

- No Experience
- Less than 1 year
- 1 to 2 years
- 2 to 3 years
- 3 to 4 years
- 4 or more years

**\*QUESTION 9**

List the employers where you obtained this experience. If no experience, write "N/A".

**\*QUESTION 10**

How many years of experience do you have working in a lead or supervisory capacity?

- No Experience
- Less than 2 years
- 2 to 3 years
- 3 to 5 years
- More than 5 years

**\*QUESTION 11**

List the employers where you obtained this experience. If no experience, write "N/A".

**\*QUESTION 12**

Employees in this position must be willing and available to work varying shifts (day, swing or graveyard) on weekdays, nights, weekends, and holidays as required to support staff and critical work and consistent with negotiated agreements.

Are you willing to meet these requirements?

- Yes
- No

**\*QUESTION 13**

Employees in this position may be required to remain available for work 24 hours per day during scheduled on-call rotational assignments, and work may require reporting for extended duty during adverse weather events and other emergencies. Are you willing to meet these requirements?



Yes

No

**\*QUESTION 14**

**This position is open to all applicants internal and external. For internal hires you are able to take this role as Career Service or Special Duty Assignment (SDA), please select which you are interested in.**

Career Service

SDA - Internal Employees Only

Both

**\*QUESTION 15**

**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