AC TRANSIT

CHIEF FINANCIAL OFFICER

BOB MURRAY & ASSOCIATES

Experts In Executive Search

THE COMMUNITIES WE SERVE

The San Francisco East Bay combines the energy of the Bay Area with the space, diversity, and quality of life that make it a place to call home.

Residents are minutes from San Francisco and within easy reach of Napa Valley, Lake Tahoe, the Sierra Nevada, Monterey, Carmel, and Mendocino. Add vibrant neighborhoods and strong economic opportunities, and the East Bay stands out as an exceptional place to live, work, and explore.

We are more than a transportation provider; we are an essential lifeline. Three out of four riders are people of color, approximately 65% are transit-dependent, and nearly two-thirds are low-income, underscoring the critical role AC Transit plays in connecting East Bay communities to opportunity every day.

We hire from the communities we serve, building a workforce that reflects the diversity, talent, and strength of the East Bay.

AC TRANSIT

Since 1960, AC Transit has built a national reputation for innovation, service, and leadership in public transportation. Headquartered in Oakland, California, AC Transit is the largest bus-only transit agency in California and the third largest in the United States.

More than 2,200 employees keep the East Bay moving. The predominance of the workforce is represented by ATU Local 192, AFSCME Local 3916, and IBEW Local 1245.

With a fiscal year 2025–26 operating budget of $606 million, AC Transit operates a fleet of approximately 550 buses from six operating facilities. The District provides more than 3 million rides each month while advancing an ambitious transition toward a 100 percent tailpipe emission-free fleet. Our essential bus service spans across a 364-square-mile service across Alameda and Contra Costa counties.

Our bus network underwent a top-to-bottom transformation in summer 2025 to better serve today's riders. Connecting with 17 transit systems, 22 BART stations, six Amtrak stations, and three ferry terminals, the network provides a vital link to jobs, education, healthcare, and opportunity across the Bay Area.

AC Transit has received numerous industry honors, including being named the 2023 Outstanding Public Transportation System of the Year by the American Public Transportation Association.

AC Transit is home to the nationally recognized Zero Emission Bus University, which delivers technical training, apprenticeships, and career-development opportunities for the transit workforce. In partnership with East Bay–based Chabot College, the District also launched the industry's first transit-collegiate associate's degree program.

AC Transit is also a certified California DMV Employer Testing Program authorized provider. Together, these workforce programs have earned state and federal recognition for excellence in preparing the next generation of transit professionals.

The District is governed by a seven-member Board of Directors elected by the public. Following the November 2026 election, the District will complete its transition to a seven-ward election system, with each Director representing a designated geographic ward throughout the East Bay. The election will include contests for five Board seats, as well as consideration of a ballot measure.

Our mission is clear: to deliver safe, reliable, and sustainable bus service that nimbly responds to the needs of our riders and East Bay communities.

THE DEPARTMENT

The Finance Department is responsible for overseeing the agency's financial operations and providing strategic financial guidance to support effective decision-making and long-term organizational sustainability. The Department is comprised of several functional areas, including Accounting; the Office of Management and Budget, which oversees operating and capital budgets, grant applications and administration, and capital planning; Payroll, which manages payroll services for active employees, pension payments on behalf of ACTERP, and Board member stipends; Procurement, which is responsible for purchasing, contracts, vendor payments, and the management of supplies and inventory across all divisions; Treasury, which manages cash flow, banking activities, and revenues.

THE POSITION

Under policy direction from the General Manager and Board of Directors, the Chief Financial Officer (CFO) serves as the District's chief

financial executive, providing strategic leadership, oversight, and direction for all financial services, functions, and activities. As a key member of the executive leadership team, the CFO assists in the planning, development, and implementation of District-wide initiatives while ensuring the organization's long-term financial stability and sustainability. This is an at-will position.

The CFO is responsible for the administration of the District's financial operations, including multiple finance-related departments and administrative programs. This executive-level position provides highly complex financial guidance and oversight, develops and implements policies and procedures, and ensures the effective, efficient, and fiscally responsible delivery of financial services. The incumbent exercises broad leadership over management, supervisory, professional, technical, and administrative staff through subordinate levels of management and is accountable for achieving departmental goals and advancing the District's strategic priorities.

This position requires a collaborative and strategic financial leader who can provide sound fiscal guidance, build strong relationships, and effectively communicate complex financial matters to the General Manager, Board of Directors, employees, and external stakeholders. The CFO will play a critical role in shaping the District's financial future by identifying opportunities, managing resources responsibly, and supporting organizational goals through innovative and sustainable financial practices.

Key responsibilities include, but are not limited to:

- Provides strategic leadership and direction for the Finance Department; establishes departmental priorities, goals, objectives, policies, procedures, and work standards to ensure the effective and efficient delivery of financial services.
- Leads the development and execution of financial initiatives that support the District's Strategic Plan, long-term objectives, capital improvement priorities, and operational needs.
- Advises and supports the General Manager, Board of Directors, and Executive Team on complex financial matters, including fiscal planning, resource allocation, funding strategies, and organizational priorities.
- Oversees the preparation, administration, and monitoring of the District's annual budget; evaluates financial conditions, recommends funding strategies, and provides clear financial information and recommendations to the Board.
- Ensures compliance with applicable local, state, and federal regulations, reporting requirements, and District policies and procedures.

- Provides leadership, mentorship, and professional development opportunities for finance staff; fosters a culture of accountability, collaboration, continuous improvement, and high performance.
- Directs the selection, supervision, evaluation, and development of management, professional, technical, and administrative staff; promotes employee engagement, teamwork, and organizational effectiveness.
- Builds and maintains collaborative relationships with internal departments, Board members, governmental agencies, community organizations, labor representatives, and other stakeholders to advance District goals.
- Represents the District in meetings with public agencies, regulatory bodies, legislative organizations, professional associations, and community groups.
- Conducts and oversees financial studies, analyses, and investigations; prepares and presents reports, recommendations, and policy proposals to executive leadership and the Board.
- Identifies opportunities to strengthen financial sustainability, secure funding, develop partnerships, and support ongoing and future District initiatives.
- Provides technical and strategic direction to staff responsible for financial operations and related administrative functions.
- May serve as Acting General Manager in the General Manager's absence.
- Performs related duties as assigned.

THE IDEAL CANDIDATE

AC Transit is seeking a collaborative, principled, and results-oriented leader to serve as its next Chief Financial Officer. The ideal candidate will be an experienced government finance professional with exceptional communication and interpersonal skills, capable of building trust and credibility across the organization. This individual will be fair but firm in their leadership approach, embracing a "trust but verify" philosophy while fostering accountability, transparency, and a culture of integrity. The successful candidate will be an empowering, hands-on leader who develops and supports staff without micromanaging, encourages professional growth, and inspires high performance through collaboration and mutual respect.

The next Chief Financial Officer will possess a demonstrated ability to lead complex financial operations, develop and monitor departmental goals and budgets, and ensure the long-term fiscal integrity of the District. They will be skilled in interpreting and applying Board policies, District procedures, and applicable state and federal laws and regulations while implementing sound fiscal strategies and best practices. The ideal candidate will communicate complex financial concepts clearly and persuasively, both verbally and in writing, and will be comfortable presenting to the Board of Directors, executive leadership, and a variety of stakeholders. This individual will thrive in a dynamic environment, exercising sound judgment, strategic thinking, and composure under pressure while building strong working relationships across the organization and delivering exceptional customer service.

Qualified candidates will possess a bachelor's degree from an accredited college or university in finance, accounting, business administration, public administration, economics, or a closely related field, along with ten (10) years of progressively responsible experience managing complex financial and budget operations, including at least five (5) years of executive or senior management experience overseeing professional finance staff and organizational fiscal functions. An equivalent combination of education and experience that provides the required knowledge, skills, and abilities will be considered.

COMPENSATION

The annual salary range for the Chief Financial Officer is $239,773 - $306,377; dependent on qualifications and experience. AC Transit offers a competitive benefits package including:

- Health Insurance
- Dental Care
- Vision Care
- Flexible Spending Accounts
- Life Insurance
- Retirement
- Deferred Compensation Plan
- Paid Holidays
- General Leave (Paid Time Off)
- Tuition Reimbursement
- Wellness Program
- Employee Assistance Program
- Free Transportation on AC Transit

TO APPLY

If you are interested in this outstanding opportunity, please apply online at:

www.bobmurrayassoc.com

Filing Deadline:
September 13, 2026

First review of applications:
August 30, 2026

Following the closing date, resumes will be screened according to the qualifications outlined above. The most qualified candidates will be invited to personal interviews with Bob Murray & Associates. A select group of candidates will be asked to provide references once it is anticipated that they may be recommended as finalists. References will be contacted only following candidate approval. Finalist interviews will be held with AC Transit. Candidates will be advised of the status of the recruitment following selection of the Chief Financial Officer.

If you have any questions, please do not hesitate to call:

Ms. Valerie Phillips
(916) 784-9080

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