



POSITION: BRIDGE CAPTAIN (PS101591)
Position located at the Golden Gate Bridge.

SALARY RANGE: \$140,420.80 to \$169,728.00 annually plus benefits
Employee pays up to 7% of salary/wage toward CalPERS retirement plan

OPEN TO: All qualified candidates

DATE POSTED: December 6, 2021 (Monday)

CLOSING DATE: Open until filled
First Review Date of Applications: December 20, 2021 (Monday)

OPENINGS: 1 vacancy and to create an Eligibility List

POSITION DESCRIPTION:

Under general direction of the Deputy General Manager, Bridge Division, the Bridge Captain plans, organizes and directs all activities, including administration and labor relations, of a fast-paced, 62 member, 24/7, Bridge Operations and Security Department. The Bridge Captain provides vision, leadership, and senior level management to ensure efficient and effective daily operation and security of the Golden Gate Bridge. Responsibilities include infrastructure security, roadway and visitor safety, crisis intervention and suicide prevention, emergency roadway services, traffic management, parking enforcement, revenue collection, customer service, labor relations, budget and capital planning, and planning and management of special events and expressive activities on or about the Bridge. The Bridge Captain is the principal organizational liaison with local, state, and federal law enforcement agencies as well as a variety of state and federal agencies that provide oversight and assistance with Bridge security efforts and initiatives.

MINIMUM JOB REQUIREMENTS:

EDUCATION/EXPERIENCE REQUIREMENTS:

- Bachelor's Degree in Business or Public Administration, Public Safety, Security Management, or related field of study; additional or alternate position related experience, education or training may be substituted and will be evaluated on a case-by-case basis
- Five years' position related management experience in transportation security, infrastructure security, public safety, or closely related field is required

LICENSE(S):

- Must possess and maintain a current, valid California driver's license and satisfactory driving record. No DUIs or reckless driving infractions within the last 7 years. No more than 2 moving violations within the last 3 years.
- Must possess or be able to obtain, and maintain California Bureau of Security and Investigative Services (BSIS) certification (including weapons, baton, and tear gas certification) along with California Department of Justice (CA DOJ) dangerous weapons permit, and first aid and CPR certification within the introductory/probationary period.

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HOURS OF OPERATION:

- Normal daytime schedule
- Occasional work on nights, weekends and holidays
- Subject to 24-hour call-back during emergency situations

PHYSICAL REQUIREMENTS:

- May need to lift up to 50 pounds
- Work primarily in office settings
- Must maintain physical ability to supervise and/or participate in field operations such as emergency response, rescue operations, apprehension of trespassers, crowd control, and special event management

ESSENTIAL RESPONSIBILITIES:

- Plans, organizes, and directs all aspects of Bridge roadway operations and security activities
- Monitors performance of assigned personnel and conducts performance management as required
- Monitors and ensures compliance with regulatory requirements for security force qualification and weapons' permits
- Oversees departmental training program development and administration, and ensures compliance with regulatory training requirements
- Negotiates and administers union collective bargaining agreements, issues discipline and conducts grievance proceedings
- Develops and administers departmental rules, regulations and policies
- Oversees and participates in employee recruitment, retention and career development programs
- Ensures the occupational safety and health of assigned employees in accordance with departmental and District policies as well as state and federal regulations
- Assists in the analysis and preparation of annual operating and capital budgets for assigned departments
- Monitors budget performance and implements cost control strategies to ensure consistent budget performance
- Develops, implements and maintains a comprehensive safety and security program for the Golden Gate Bridge, including crisis intervention and suicide prevention programs and initiates updates as changes in technology, threat conditions, budget and availability of outside resources occur
- Coordinates information sharing and collaborates on infrastructure security, counterterrorism and crime prevention efforts with a variety of local, state and federal agencies including the California Highway Patrol, United States Coast Guard, National Park Service, Federal Bureau of Investigation, and Department of Homeland Security, among others
- Develops and publishes a variety of routine periodic and ad hoc reports regarding Bridge operations, security, traffic patterns, incidents, accidents, and departmental performance
- Represents the District at meetings and hearings involving governmental agencies, professional and community organizations, and the general public
- Represents the District during frequent media contact and inquiries

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- Provides formal reports and presentations to District executive level staff and Board of Directors regarding operational and security matters
- May be required to testify in legal proceedings on behalf of the District
- Oversees and participates in the investigation of safety and security incidents on District premises
- Evaluates and approves permits for and development and execution of operational plans for special events and expressive activities on District premises
- Establishes and maintains cooperative, effective and productive working relationships with personnel at all levels in the organization and with representatives of outside agencies and groups.
- Performs general department head level administrative duties such as maintaining timekeeping records, workforce scheduling, purchasing and inventory control
- Regular and reliable attendance and performance is required

REQUIRED KNOWLEDGE, SKILLS AND ABILITIES:

Knowledge of:

- Theories, principles and practices of critical infrastructure security
- State and federal regulations pertaining to public agency security forces
- State and federal regulations pertaining to roadway and traffic management
- Principles and practices of the National Incident Management System (NIMS)
- Principles and practices of crisis intervention and suicide prevention
- Computerized management information systems
- Common business office technologies and software
- Common infrastructure security hardware and software systems including video surveillance, motion detection, and access control systems.

Ability to:

- Manage performance of staff and maintain motivation and satisfactory employee relations in a unionized labor environment
- Motivate high standards of professional conduct and appearance amongst workforce
- Effectively craft and articulate a strategic long term vision for the department
- Research, interpret and apply complex laws, regulations, and contract language
- Analyze and interpret complex technical documents, blueprints, diagrams and instructions
- Ability to develop and employ effective problem solving approaches that are sensitive to organizational, security, community, customer and employee concerns
- Apply modern management techniques to achieve efficient and effective utilization of resources
- Take initiative and use sound independent judgment within established guidelines
- Communicate clearly and effectively both orally and in writing
- Collaborate effectively with various and diverse functional departments within the District and with a variety of outside stakeholders

Skilled in:

- Effective leadership principles and practices
- Security and safety management theories, principles, and practices

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- Basic business office technologies, including spreadsheet development and word processing
- Quantitative analysis and preparation of detailed reports regarding operational and security activities and facilities and equipment status
- Principled and effective negotiation with labor representatives, vendors and third party contractors
- Maintaining composure and professionalism during extended period of stressful operations
- Overseeing body recovery operations and psychological counseling practices of patrol officers and other employees engaged in suicide prevention activities.

APPLICATION PROCEDURE:

**FAILURE TO MEET ANY OF THE REQUIREMENTS STATED BELOW
MAY RESULT IN REJECTION OF YOUR APPLICATION**

TO APPLY: www.goldengate.org/jobs

Applicants are encouraged to apply online by the first review date of December 20, 2021. Applications received after the first review date may not be considered.

For directions and general information, visit our website www.goldengate.org.

The District's primary and official means of application notification is via [EMAIL](#). Thus, applicants are advised to check their email for their application status updates.

THE FOLLOWING DOCUMENT(S) MUST BE SUBMITTED AT TIME OF APPLICATION:

1. GGBHT Online Employment Application
2. Resume (Scan and attach as PDF to your online application)
3. Evidence of bachelor's degree or a written statement detailing experience in lieu of degree (Scan and attach as PDF to your online application)
4. Supplemental Questionnaire (Scan and attach as PDF to your online application)

THE SELECTION PROCESS WILL INCLUDE THE FOLLOWING:

Step 1: Assessment of Education, Training and Experience, as well as submitted Supplemental Questionnaire

Step 2: Skills Testing

Step 3: Oral Panel Interview

Candidates who are invited for the panel interview will be required to submit a copy of their DMV K4 report for review, which can be requested from any DMV office, on or before their interview schedule.

- For External Applicants: The DMV K4 report must be dated within 30 days of the date of interview appointment.
- For Internal Applicants: For Regular, Full-time employees who are part of the Pull Notice Program, the Human Resources Department will request your DMV report. For Casual/Temporary/Provisional employee, please request your DMV K4 report from any DMV Office.

Step 4: Eligibility List. *Candidates who pass the panel interview will have their names added to the eligibility list. The District has the option to hire any candidate on the eligibility list. Therefore, placement on this list neither guarantees nor implies that you will be offered employment.*

Step 5: Department Interview of Final Candidates

Step 6: Completion of the following Pre-Employment Requirements (Post offer of Conditional Employment)

6.1 Background Verification. The following tests will be required during this phase:

- Personal History Questionnaire (PHQ) Evaluation
- Employment, Character and Background Investigation
- Review of Judicial Records
- Polygraph Examination
- Psychological Examination

6.2 Medical Examination, Drug Testing & Physical Abilities Test (PAT). This will include completion of Drug and Alcohol Verification Form.

Step 7: Final Offer (Confirmation of start date and orientation)

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** The District is a drug free workplace. Applicants under consideration will be required to undergo and pass drug testing prior to District employment.*

*** The District will invite only those candidates whose qualifications MOST CLOSELY MATCH the position requirements to continue in the selection process.*

**** This position is classified as U.S. Department of Transportation - Federal Transit Administration "Safety Sensitive." Under DOT FTA regulations, employees in "Safety Sensitive" positions are subject to pre-employment, reasonable suspicion, post-accident, random and return-to-duty drug and/or alcohol testing.*

AN EQUAL OPPORTUNITY EMPLOYER

It is the policy of the Golden Gate Bridge Highway and Transportation District to take all personnel actions on the basis of merit and other job-related factors, without regard to race, color, national origin, religion, sex (including pregnancy, childbirth, and related medical conditions), disability: physical or mental, age (40 and older), genetic information, marital status, sexual orientation and identity, medical condition, political affiliation or military status.

Applicants with Disabilities: The Human Resources Department will make reasonable efforts to accommodate applicants with disabilities to complete the Employment Application and in any job-related examination process. If you have special needs, please call (415) 257-4535 (Human Resources).

Revised 02/15/2019

12/6/2021 MP

Human Resources Administration
Human Resources Department
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