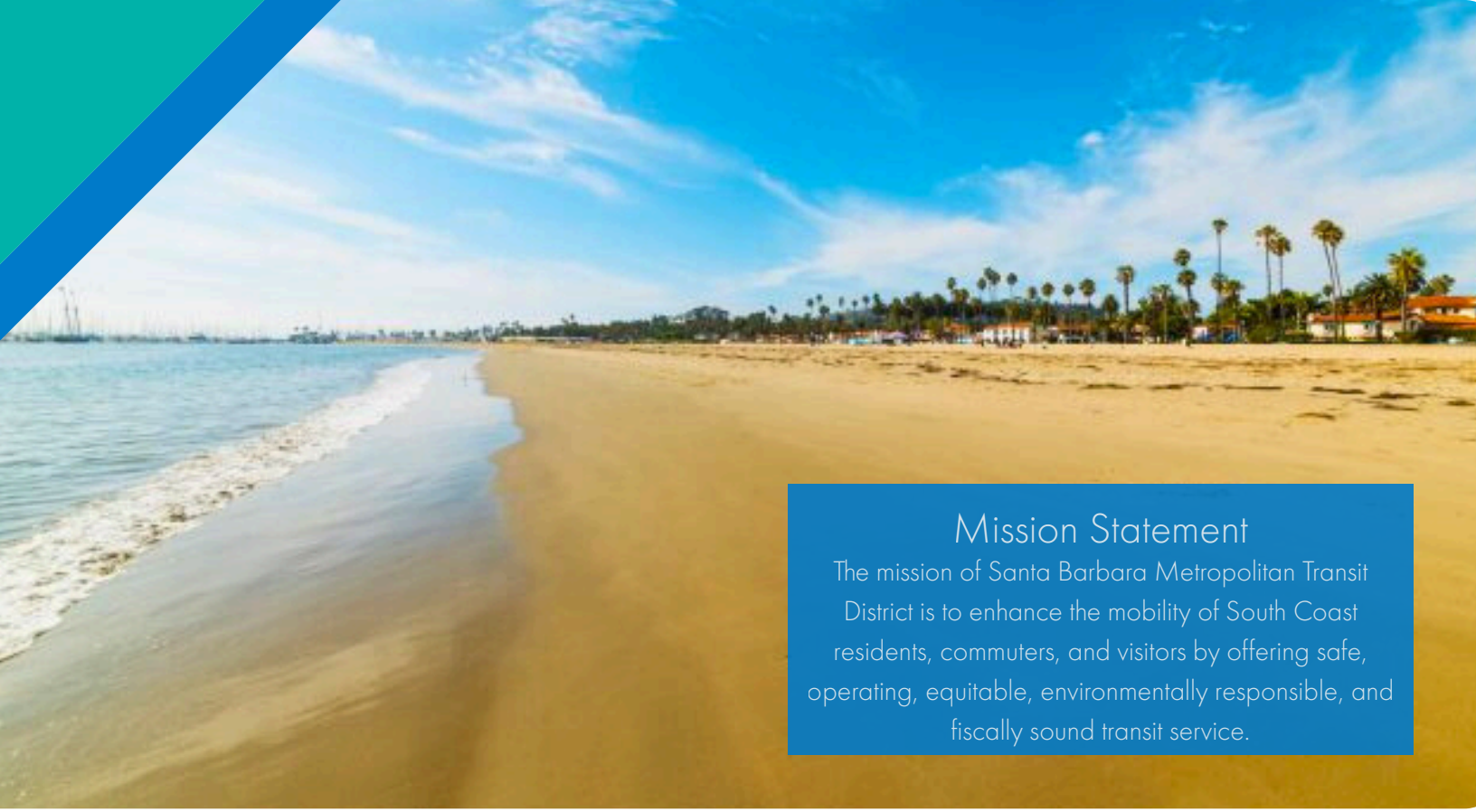




SANTA BARBARA METROPOLITAN TRANSIT DISTRICT

Safety Manager



Mission Statement

The mission of Santa Barbara Metropolitan Transit District is to enhance the mobility of South Coast residents, commuters, and visitors by offering safe, operating, equitable, environmentally responsible, and fiscally sound transit service.

LIVING AND WORKING IN SANTA BARBARA COUNTY

Santa Barbara County offers a unique blend of scenic beauty and vibrant community life. Nestled along California's picturesque coastline, the area boasts stunning ocean and mountain views, Spanish- revival and Mediterranean influenced architecture, and a mild climate that invites outdoor activities year-round. The county's diverse economy, which includes agriculture, tourism, and technology, provides a range of professional opportunities while maintaining a relaxed and friendly atmosphere. Residents enjoy a high quality of life, with access to excellent schools, cultural events, and a strong sense of local pride.

ABOUT SANTA BARBARA METROPOLITAN TRANSIT DISTRICT (MTD)

Santa Barbara MTD is a public transit special district serving southern Santa Barbara County, including the cities of Santa Barbara, Goleta and Carpinteria, and neighboring communities of Montecito, Summerland and Isla Vista. Established to provide accessible and efficient transit options, MTD operates a network of bus routes that connect key destinations, including residential areas, commercial centers, and educational institutions such as University of California at Santa Barbara and Santa Barbara City College. MTD emphasizes reliability, affordability, and sustainability, aiming to reduce traffic congestion and environmental impact while improving mobility for residents and visitors. MTD's services are designed to support both daily commuting and casual travel, enhancing connectivity across the area.

GOVERNING BODY

The MTD Board is made up of seven directors. Two are appointed by the County Board of Supervisors, two are appointed by the Santa Barbara City Council, one is appointed by the Goleta City Council, and one is appointed by the Carpinteria City Council. The seventh member, also known as the at-large director, is appointed by the other six members of the board.

Currently the seven serving directors have a combined wealth of transit experience which has proven to be a great benefit to MTD and the community of Santa Barbara.



THE POSITION

Santa Barbara MTD is seeking a highly motivated and experienced Safety Manager to lead the development and implementation of safety programs across the organization. Reporting to the Chief Safety Officer (CSO), the Safety Manager will ensure compliance with federal, state, and local safety and environmental regulations, including CalOSHA and Federal Transit Administration (FTA), while maintaining the health and safety of employees, contractors, passengers, and members of the public. This exempt position plays a key role in policy advisement, decision-making, and safety program leadership, acting as the CSO in their absence. The Safety Manager will lead safety committees, coordinate safety training, and manage safety programs such as the Safety Management System (SMS) and Public Transportation Agency Safety Plan (PTASP). The candidate will monitor safety data, identify risks, and make recommendations to improve safety outcomes. Collaboration with union representatives and other departments is essential to identify and mitigate safety concerns. Additionally, the Safety Manager will focus on emerging technologies, including fleet electrification, and ensure all staff are trained in identifying and mitigating hazards.

THE IDEAL CANDIDATE

The ideal candidate for this position will possess a comprehensive understanding of OSHA, CalOSHA, and other relevant safety regulations, with the ability to interpret and apply complex guidelines, especially within the transit and/or transportation industry. The candidate will have a strong background in safety program development, from planning and budgeting to evaluating effectiveness, and will be skilled in risk assessment and loss prevention strategies tailored to transit and/or transportation environments. Expertise in designing and delivering safety training programs and creating role-specific safety protocol is essential. The ideal candidate will be knowledgeable about emerging safety concerns, including fleet electrification and technological advancements, and their impact on safety protocols and employee training. Exceptional communication skills are required to effectively present safety information to various stakeholders, including staff, management, and the Board of Directors. Strong organizational and multitasking abilities will be crucial for managing multiple projects simultaneously. The eligible candidate must demonstrate the ability to analyze safety data, identify risks, and propose solutions to enhance safety practices. The ideal candidate will have proven success in collaborating with cross-functional teams, union representatives, and external stakeholders to advance safety initiatives. Additionally, the candidate will be adept at leading safety committees and fostering a culture of safety throughout the organization.



MINIMUM QUALIFICATIONS

Education

Associate's degree or Bachelor's degree in Occupational Health and Safety, Risk Management, Environmental Health, or a related field from an accredited institution.

Experience

- » Five years of professional experience in safety management, including a focus on transit safety, regulatory compliance, and risk mitigation.
- » Two years in a leadership role, with experience advising senior management and overseeing safety program implementation.

DESIRED CERTIFICATIONS

- » Possession of relevant certifications, such as the Transit Safety and Security Program (TSSP), Public Transportation Safety Certification Training Program (PTSCTP), Associate Safety Professional (ASP), Certified Safety Professional (CSP), or Occupational Health and Safety Technician (OHST) certification is preferred.
- » A relevant certification designated and sponsored by MTD, must be obtained within one year of hire if not already held.
- » A valid Class C California Driver's License with a clean driving record, or the ability to obtain one within 30 days of hire.

SALARY AND BENEFITS

The annual salary for the Safety Manager position ranges from \$126,146.00 to \$157,682.00. In addition to the competitive salary, MTD provides generous benefits to its employees. MTD offers an excellent benefits package including full family health insurance (medical + dental) valued at over \$40,000, and a 10% company contribution to your 401(k), with no required employee contribution. For example, if your salary is \$100,000, we contribute \$10,000 to your 401(k) annually. See below for a full list of benefits:

- » Medical and Dental insurance with monthly employee contribution: \$55 (Employee only), \$70 (Employee plus Dependent), \$85 (Family).
- » Voluntary vision insurance with employee paid premiums.
- » Term life insurance with employer paid for \$50,000 coverage.
- » Voluntary life insurance with employee contribution determined by coverage elected.
- » Paid Vacation: 2 weeks after 1 year of employment, 3 weeks after 5 years, 4 weeks after 12 years, 5 weeks after 20 years.
- » Paid Sick time: Up to a maximum of 80 hours per year. There is no cap on the number of sick hours that may be accrued and they will accumulate from year to year. There is no cash value or conversion.
- » Personal Days Off: Up to 5 paid days each calendar year, if needed.
- » 10 Paid Holidays.
- » 401(k) and Profit-Sharing Plan with employer contribution of 10% (eligibility after 6 months introductory period).
- » Jury Duty and Witness Leave
- » Bereavement Leave
- » Family-School Activity Participation: Up to 8 hours paid leave per month, or a total of 40 hours paid each school year.
- » Employee Assistance Program.
- » Bus pass for active employees and eligible dependents.

APPLICATION AND SUPPLEMENTAL INSTRUCTIONS

This position is open until filled. Applicants who apply by March 30, 2026, will be given first round consideration. To apply and be considered for this exceptional opportunity please submit your application, resume, cover letter, and analytical writing sample to our Career Center in ADP.

Background Requirement: Applicants will undergo reference checks before and a background check after receiving a conditional offer of employment. If the requested information is not furnished in a timely manner, applicants will not qualify for further consideration.

For additional information about this position, please contact:

Human Resources
careers@sbmtd.gov
550 Olive Street
Santa Barbara, CA 93101



The Santa Barbara MTD is an Equal Opportunity Employer and Drug Free Workplace. MTD has established a policy and practice of recruiting, hiring, training, and promoting for all job classification within MTD without regard to races, color, creed, religion, national origin, sex (including gender identity and sexual orientation), age, genetic information, disability, veteran status, or any other protected class or consideration made unlawful by federal, state or local laws.
