



Deputy Chief Executive Officer Capital Delivery

Job Description

Serves as an executive leader and key strategic partner. Ensures that the capital development program is implemented to achieve agency and community goals. **Oversees all divisions within the Capital Delivery Department, supports the CEO, and collaborates with colleagues** to achieve mission and vision in alignment to meet organizational values.

Salary

Entry — \$200,000
Middle — \$295,000
Top — \$450,000

Core Tasks

- Provides vision and leadership for developing and implementing the company's overall mission and goals.
- Leads strategy to implement a large capital program that ranges from planning, environmental work, design and construction of varying transportation modes.
- Establishes innovative strategies by which the company acquires, manages, and preserves the financial, capital, human resources, and other assets to accomplish the business strategy.

Workplace / Environment

- Work hours**
Approx. 40 hours/week
(At key milestones overtime work may be required to meet deadlines)
- Environment**
Office environment, occasional travel for meetings.
- Travel**
Occasional travel within organization's jurisdiction.

Education / Prerequisites

Education Level

Bachelor's degree in Engineering, Architecture, Construction Management or a related field.

Licensing

Valid Driver's License

Pre-Job Preparation

Twenty years of experience in direct oversight of large-scale transit capital delivery programs, leadership experience and management responsibility over multiple departments.

Experience

Soft Skills

- Inspirational leadership, coaching and mentorship
- Critical and Strategic Thinking
- Excellent Communication

Technical Skills

- Expertise in delivering transit capital programs
- Management of operations, services, and activities
- Builds relationships and trust with internal and external stakeholders



Career Path: Terri Mestas

About Me

Deputy CEO, Capital Delivery
Department at Sound Transit

Bachelor of Architecture from
Catholic University of America

Early Career

"When I was in high school, I did not envision this. Both of my parents were architects who owned a small architecture firm in the Washington, DC area. I grew up sitting in their office **doing whatever they needed**, lots of odds and ends. Naturally, I **went into an architecture program** when I went to college and had the great fortune of working with them. Their firm was a small, woman-owned minority business that did a lot of federal work—overseas, embassy work—the whole gamut. One of my favorite projects was the U.S. intersection in Havana, Cuba. My parents are Cuban, I'm first generation, and their visas were denied to be able to work on that project. It was very early in my career, but the Department of State here in the U.S. decided it would be okay for me **to lead the project**. I traveled back and forth for about six years to Cuba, which led to a lot of new experiences and doors opening that led me away from architecture. Now I do lots of different things, but that's where it all began, watching my parents, seeing what they did, and seeing how fun it was."

A Winding Path

"As I was practicing architecture, I started to get into more roles where I was managing teams, and **really enjoyed that aspect of it**. Working with the team, all the engineers, different consultants, but also the client, is really **where I shined**, and loved bridging that gap to make sure that we were fulfilling the client's needs. I went from managing a project team, to then a portfolio of projects, to offices and departments, and that opened lots of doors. There's so many different avenues you can take, you can be more on the strategic side, which is now what I do."

Combining Passions

"I'm very artistic and I'm a very visual learner. That stems from having two parents who were architects, every chance they got we were in an art museum or appreciating architecture. That definitely took me down the path of architecture, construction, and creating beautiful spaces for people. I think that the love of communication and understanding people, being able to decipher what someone needs and figure out how to get there, is **probably the favorite thing about my job now**. Architecture is very technical. Engineering is very technical. And I think **bridging that together with some soft skills is a really cool place to be**, and the strategy pieces are what I love today. I really love what I do and figuring out how to do things in a new and different way."

About My Job

"I love a lot of things about working at Sound Transit and my position specifically."

Pros

- "What I **love the most is the impact that we have on the region**, in so many ways, not only so that people can get around, but also the creation of jobs and work for local businesses."
- "The pros are that I **get to work with amazing people**, and **impact our local community**."
- "I am also in a position where I **get to learn something every day**. Building these large, complex projects, they're hard, and there's a lot of unique characteristics about each of them, so that creates a great learning environment for the team and for myself."

Cons

- "One con is that sometimes people wish we **could build everything faster**. Because these projects are so large and complex, we **discover challenges** as we're going through construction. It takes a while, and they're **very expensive**. I wish we could move faster, we're trying to do that."

Fieldwork

- "I dedicate time attending **local, national and international meetings** to continually learn about new innovations in our field. I also spend time sharing our own progress and successes here at Sound Transit. This knowledge sharing across the industry helps all of us to leverage best practices and continue to evolve. Not to mention, speaking at local events keeps our community up to date with progress we are making to enrich their lives."

Office Work

- "My typical day is very dynamic. I'm an architect by background, I studied architecture and did that in the beginning of my career, but now I do something totally different. I'm mostly on the strategy side, so I **oversee a really big department**. I read material, I provide direction and guidance to my team, there's lots of collaboration, and **I do a lot of talking**. When people ask what I do for a living I say, 'I talk a lot, I listen a lot, and I try to provide expertise to get the work done.'"

Skills

- "Growing up, I really did not enjoy math. **I got through it, don't let math steer you away.** There's great teachers, great classes, and you can get through it. Now I don't do a lot of math, mostly looking at dollars, but not complex statistics. Have a **good broad brush of those major topics**, and that's really going to help you."
- "We all get focused in our careers, our studies, and in the world immediately around us. Our ability to **communicate with one another, to listen, and to be kind is really critical.** Make sure you're paying attention to those soft skills and have fun. Do something that brings you joy."

Education/Experience

- "People get a little weary of going down the architecture-engineering path because they think it's all math. **There is math, but there's other things** that we study as well."
- "I would definitely **talk to somebody who's in the field**, all of us love to talk about what we do. So don't be don't be bashful, don't hesitate to ask somebody about their job. There's a lot of firms and organizations like Sound Transit that do internships and programs, get involved in those!"
- "Once you graduate college, having summer internships and all the work that you do before is going to be really critical. Express your desire to get a job. Don't be shy on that piece and always work on your resume. **Don't give up, keep engaged, and an opportunity will definitely arise for you.**"

The Future of Public Transportation

"At Sound Transit, we're using some tools to understand how people are using **our facilities in the stations, their behaviors, what's working, and what's not working.** We're using that information in order to plan better as we move forward. We are building our first digital twin so we can problem solve, before or in real time, with our facilities. It is a huge undertaking. When you look at construction in comparison to some other industries, we actually haven't changed a lot. We're still using bricks and mortar, concrete. With technology in place, I think that there's going to be more of **a focus on the environment**, I think that's going to continue to rise. We have to pay attention to our environment, I think the way that we do our work **will be more sensitive to that.**"

"It's really, really, **critical we get students to get excited**, to go down these career paths. For the students who are watching this, there is a lot of opportunity. Hiring architects and engineers these days is really challenging, so there's a high demand, and that ability to get a job out of school is really high. Even for our construction firms, as I talk to different contractors, they're always searching for people. **There is a lot of opportunity out there to explore and see what interests you.**"

About Sustainability Ambassadors

We are here to **RAPIDLY ADVANCE A SUSTAINABLE FUTURE**. Empowering **YOUTH** to catalyze community sustainability, **TEACHERS** to integrate rigor with relevance for real-world impact, **COMMUNITY** to drive collective impact.

We support a year-round training program for over 60 highly motivated middle and high school youth, a Teacher Fellows Program, City-County CAP internships, and college-level interns, and work with hundreds of educators to design new models of problem-based, place-based learning around **a shared vision of educating for sustainability**.

Your Green Jobs Future

Ready to explore your future in green jobs? Use [Map your Career](#) to map your trajectory!

Find career opportunities near you now! Use [Career Connect - Washington's](#) tool to find programs to build your career skills.

Interested in a future in solar? Take a look at the [Solar Jobs Census](#) to track solar job growth nationwide.

Explore [RVC's opportunities](#) to work with organizations led by communities of color.

Dive into the [Center of Excellence for Clean Energy's](#) robust career tools in the sustainable energy sector.

Grow your professional sustainability skillset with the [Seattle Youth Good Program](#).

See Seattle's [Clean Energy Resources Map](#) to examine what the city is planning for a greener energy future.

Check out the [U.S. Green Building Council](#) to explore the sector's current opportunities. :

Funder Acknowledgement



King County

Department of Natural Resources and Parks
Wastewater Treatment Division

