



Executive Director

Philadelphia, PA



About Philadelphia Parking Authority

One of the most dynamic and mission-driven public agencies in the Commonwealth of Pennsylvania, PPA isn't just about parking — it plays a meaningful role in public safety, neighborhood quality of life, and urban mobility across Philadelphia. The PPA contributes to the economic vitality of Philadelphia and the surrounding region by effectively managing and providing convenient on-street parking and off-street parking in Center City garages, surface lots located throughout the city, and Airport parking. The PPA's mission also includes the operation of the automated red-light and speed camera enforcement system, regulating taxicabs, limousines, transportation network companies, and other transportation-related activities. In Center City, PPA manages nine garages totaling more than 5,550 spots and two lots totaling an additional 320 spots. PPA also has more than 40 neighborhood lots throughout Philadelphia that consist of more than 2,500 spaces.

Over the past three years, the Philadelphia Parking Authority has achieved significant milestones across public safety, community impact, and organizational growth. Notable accomplishments include being named Philadelphia Magazine's "Best City Agency 2023," securing a renewed 50-year contract with the City of Philadelphia, and dramatically improving traffic safety through expanded automated enforcement — reducing speeding on Roosevelt Boulevard by 95% and red-light running by 43%. The PPA also took on operational leadership of the city's Intercity Bus Terminal, partnered with SEPTA to install over 150 AI-powered cameras, removed thousands of ghost vehicles from neighborhoods, launched new ADA and bicycle lane enforcement initiatives, installed 22 smart loading zones throughout Center City, and secured approximately \$10 million in federal EV infrastructure grants. Internally, the agency modernized its workforce with a comprehensive HR overhaul, achieved a 50/50 gender and racial split in executive leadership, and raised starting pay for Parking Enforcement Officers.

Looking ahead, the PPA faces several important opportunities that will shape its long-term trajectory. Key priorities include renegotiating the Independence Mall garage lease set to expire in 2027, advancing a major renovation or redevelopment of the Jefferson Garage, and securing a new long-term airport parking agreement to protect a critical revenue stream. The agency is also focused on succession planning to ensure leadership continuity and preserve institutional knowledge as it continues to grow its role beyond traditional parking into broader multimodal transportation management.



Philadelphia Parking Authority

PPA's History

By a City Ordinance enacted on January 11, 1950, the City of Philadelphia created the Philadelphia Parking Authority pursuant to the Commonwealth of Pennsylvania Parking Authority Law (Act of June 5, 1947, 53 P.S. § 341 et. seq.). To this day, the PPA carries out its statutory mandate of providing adequate parking services for the residents, businesses, and visitors of Philadelphia by coordinating the efforts of public agencies concerning parking, establishing and operating public parking facilities, and analyzing parking needs and resources for the overall benefit of the public. One of the largest parking enterprises in the nation, the PPA has the most responsibility under one umbrella than any other parking authority.

PPA's Expansion Beyond Parking

In 2002, the Pennsylvania Legislature created the Automated Red-Light Camera Program to improve highway safety in Philadelphia and named the PPA the program's administrator. In 2005, regulatory authority over taxicab and limousine services in Philadelphia was transferred from the Public Utility Commission to the PPA's Taxi & Limousine Division, and in 2016 the PPA's jurisdiction expanded to include Transportation Network Companies such as Uber and Lyft. Finally in 2018, the Pennsylvania Legislature created the Automated Speed Camera Program in Philadelphia to address dangerous driving conditions on the Roosevelt Boulevard and named the PPA its administrator. The City of Philadelphia and PPA have significantly reduced speeding on Roosevelt Boulevard through this program.

In March 2026, the Philadelphia Parking Authority launched an automated camera enforcement program on SEPTA trolleys, making Philadelphia the first city in the country to implement this enforcement approach on trolleys. The program uses AI-powered cameras developed by Hayden AI mounted on 30 trolleys to detect vehicles illegally blocking trolley lanes and stopping zones.

Board Governance and Staff

Stewarded by an engaged six-person board appointed by the Governor of the Commonwealth of Pennsylvania, PPA has over 1,000 committed, hardworking, and dedicated employees. There are five unions, including DC22 and DC47.

Financials

PPA's annual operating budget for FY2025 is \$351 million, and PPA distributes a portion of annual net revenue to the City of Philadelphia on a monthly basis and other entities according to legislation and contracts.



The Opportunity

Philadelphia Parking Authority Seeks People-Centric Servant Leader

The Executive Director functions as the executive officer on behalf of the Board of Directors. Reporting to the Board, the Executive Director is responsible for the general management of all operations of the PPA with having the authority to sign all contracts, deeds, bonds and other instruments and obligations of based on authorization by the Board of Directors. The Executive Director serves as principal spokesperson for PPA, providing effective liaison with government agencies, elected officials, business representatives, civic and community organizations, and concerned members of the public. The Executive Director provides management leadership to a committed workforce and manages the following direct reports: the General Counsel, the Chief Financial Officer, the two Deputy Executive Directors, and the Senior Director of Human Resources.

The Executive Director will inherit a well-managed and high functioning organization with a cohesive Governing Board. The ideal candidate brings a deep passion for PPA's mission, a successful record of organizational leadership, and experience developing strong collaborative relationships with diverse stakeholders. The ideal candidate will be strong operationally, an effective problem solver, a good listener, a team builder, a trustworthy individual, and an excellent communicator. The individual must be energized and committed to PPA's future direction.

The Opportunity

Strategic Leadership

- ❖ Develop and execute a long-term strategic vision for the PPA that aligns with the City of Philadelphia's transportation, sustainability, and economic development goals.
- ❖ Lead the agency's expansion into emerging areas including smart mobility, EV infrastructure, multimodal transit management, and automated enforcement technology.
- ❖ Serve as the primary liaison between the PPA, the City of Philadelphia, City Council, the state, partner agencies (SEPTA, PennDOT, OTIS, School District), labor unions, and the public.
- ❖ Advance the agency's role in regional transportation planning and represent the PPA at the local, state, and national level.

Operations & Administration

- ❖ Oversee all PPA divisions including On-Street Parking, Off-Street Parking, Airport Operations, Automated Enforcement, Taxi & Limousine Regulation, and the Intercity Bus Terminal.
- ❖ Ensure operational excellence, fiscal accountability, and continuous improvement across all departments.
- ❖ Manage a workforce of approximately 1,000+ employees; foster a high-performing, inclusive, and mission-driven organizational culture.
- ❖ Direct the development and implementation of annual operating and capital budgets.
- ❖ Provide leadership with the various real estate development projects PPA is undertaking.

Government Relations & Partnerships

- ❖ Cultivate and maintain strong relationships with elected city and state government officials, City departments, and regional transportation authorities.
- ❖ Secure legislative support for PPA initiatives, including automated enforcement expansion, infrastructure investments, and policy reforms.
- ❖ Represent the PPA in negotiations for major agreements including the Independence Mall garage lease renewal, Jefferson Garage redevelopment, and long-term airport parking contracts.
- ❖ Identify and pursue federal, state, and private funding opportunities including grants for EV infrastructure, sustainability, and technology modernization.

Community Engagement & Communications

- ❖ Champion the PPA's public-facing mission through proactive community engagement, transparent communications, and responsive constituent services.
- ❖ Uphold and further the PPA's commitment to equity, ADA accessibility, and quality-of-life enforcement in Philadelphia neighborhoods.
- ❖ Serve as the public face of the Authority, representing PPA at community events, media engagements, and civic forums.

The Candidate Profile

- ❖ **Mission Alignment With the PPA:** Demonstrated passion for alignment with PPA’s mission and important work the agency performs in Philadelphia. With an appreciation of PPA’s complexity and breadth of services, the candidate must intimately be familiar with the dynamics of the City of Philadelphia and enjoy a reputation of integrity, results, and building collaborative relationships with a diverse set of stakeholders.
- ❖ **Creative and Innovative Leader:** The person must possess an ability to envision the future and to anticipate new trends PPA will face. The person must be even-handed, responsive, and a fair-decision-maker.
- ❖ **Large Scale Operations and Administration:** Proven success in a senior leadership role (at least six years of such experience) with a demonstrated ability to manage the strategic, financial, team leadership, and operational needs of a complex and multi-million-dollar organization. Experience leading a public authority or municipal department in a large urban city and experience with federal grant programs and public-private partnerships is highly preferred. Proven experience providing both operational and strategic direction is essential. Specific experience with real estate development projects is a distinct plus.
- ❖ **Staff Leadership:** A positive, engaging, warm, accessible, responsive, approachable and hands-on management style. The Executive Director must have experience developing and mentoring, empowering decision-making, and promoting staff. Proven experience with developing effective succession planning approaches along with a track record of diversity, equity, and inclusion leadership within an organization is a must. Established relationships with labor unions and experience negotiating collective bargaining agreements is highly desired.
- ❖ **Relational and Collaborative:** With excellent relationship-building skills and a high level of emotional intelligence, the person must be collaborative in building bridges with the various public and private stakeholders. The person needs to be energetic, diplomatic, trustworthy, mature, transparent, thoughtful, and empathic with an ability to develop relationships with internal and external constituencies.
- ❖ **External Persona and Presence:** The person must be confident and effective serving as the public face of the PPA. The person must be an excellent communicator to champion PPA’s mission and services.
- ❖ **Business Savvy and Financial Acumen:** Proven experience and ability in budgeting process and fiscal management.
- ❖ **Education:** An undergraduate degree is required, and an advanced degree is preferred.



To apply, please visit:
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Salary

\$250,000 - \$300,000; Based upon experience.

Location

Philadelphia, PA

Travel

Local travel is required; opportunities for additional travel outside the Greater Philadelphia area may arise.

Equal Opportunity Employer

Philadelphia Parking Authority is an Equal Opportunity employer and does not permit discrimination based on race, ethnicity, color, sex, sexual orientation, gender identity, religion, national origin, ancestry, age, disability, marital status, source of income, familial status, genetic information or domestic or sexual violence victim status.

DRiWaterstone has been exclusively retained for this engagement. All first-round interviews for this position will take place via video conference with DRiWaterstone.

About DRiWaterstone

DRiWaterstone is a boutique executive search firm recognized by Forbes magazine as one of the leading executive recruiting firms in the U.S. With a focus on purpose and mission-driven organizations, we provide executive search and strategic consulting services to help regional, national, and international clients grow, thrive, and excel.