

Who we are:

Transportation is so basic that many of us overlook its overwhelming importance in our daily lives. Practically everything used in our homes, offices, or schools across Tennessee – from furniture to food items to clothing – requires a large and complex transportation network. The Tennessee Department of Transportation provides citizens of Tennessee and travelers with one of the best transportation systems in the country. TDOT is a multimodal agency with responsibilities in building and maintaining roads, aviation, public transit, waterways, railroads, cycling and walking. Our involvement ranges from airport improvements to funding transit buses to planning for river ports. The Department of Transportation has approximately 4,000 employees with four statewide region facilities in Knoxville, Chattanooga, Nashville, and Jackson. TDOT Aeronautics is located near the John C. Tune Airport in Nashville, TN.



TDOT Director of Region 3 Preconstruction

Nashville, TN
\$145,000 annually

Job Overview

TDOT Regions are at the forefront of the department's mission of providing a safe and reliable transportation system that supports economic growth and quality of life. TDOT Regions are vital to the timely delivery of projects that provide increased safety and mobility, while improving existing transportation infrastructure and traffic operations. The Regions stand in partnership with communities, state, and local partners to provide strong strategic relationships and coordinated service to TDOT's customers.

Working under the general direction of the Assistant Chief Engineer for Region 3, an employee in this executive service classification will be responsible for the oversight and performance of preconstruction activities for the region. This position will lead Regional Preconstruction for Region 3 which includes Roadway Design, Geodetics, Traffic Design, and the Engineering Support disciplines in the implementation of innovative concepts that improve performance and increase the sustainability of TDOT's transportation system.

This position will be responsible for ensuring that, as part of the matrix organization, each discipline understands its role in achieving the project/program performance expectations and works collaboratively to achieve the project's/program's scope, schedule, budget, quality management, and risk management expectations. This position will work to mentor, train, and provide assistance to senior leadership on change management to staff at all levels.

This position will be required to work collaboratively with others to ensure the preconstruction activities required to deliver the Department's Work Program meet or exceed the performance management and asset management criteria expectations.

Essential Job Responsibilities

Implements and manages the overall leadership and policy level direction for Regional Preconstruction as part of a matrix structure, focusing on the implementation of statewide technical policies, procedures, and performance metrics that seek to improve safety and mobility

Explores and implements emerging technologies that improve the efficiency, effectiveness, reliability, and safety of TDOT's transportation network

Develops, fosters, and maintains professional relationships with members of the design and construction communities to further partnering relationships with these industries and minimize impacts to project schedules and program stability

Develops budgets and manages financial performance for the Regional Preconstruction in alignment with TDOT financial processes to ensure transparency and accountability

Collaborates and implements strategies for managing, measuring, and reporting TDOT performance centered around improving safety and primary highway design tenants of scope, schedule, budget, and quality for Region Preconstruction

Builds a culture of continuous learning, enacting a succession planning process that recruits staff, develops leaders both functionally and culturally, and ensures continuity of critical roles and employee retention for Region Preconstruction

Leads and mentors managers in creating a culture of accomplishment by communicating expectations, assisting employees in establishing measurable goals, providing timely feedback and training, ensuring the necessary tools required for the employee to achieve their goals are available, and celebrating the achievement of goals with the team

Leads Region Preconstruction in ensuring project/program alignment with scope, schedule, and budget that optimize the use of available state and federal funding in accordance with the Department's Work Program

Qualifications

1. Bachelor's degree in Civil Engineering
2. Licensed PE in Civil Engineering
3. 10 years of related transportation engineering experience including 2 years of demonstrated competency managing and/or supervising professional and technical civil engineering staff involved in project management, survey, design, or construction of a roadway, runway, or transportation structure.

Knowledge, Skills, Abilities, and Competencies

- Skilled in team building, effective communication, decision-making, delegation, and emotional intelligence
- Knowledgeable of relevant government regulations
- Knowledgeable in transportation projects, civil engineering, roadway design, construction administration, project funding, and program management
- Ability to apply technical acumen, innovative thinking, and creative problem solving
- Able to manage multiple program areas and large teams
- Ability to develop and maintain working relationships and communicate with a wide variety of individuals
- Ability to use critical thinking and judgment to make well-informed decisions independently
- Ability to perform multiple tasks accurately and in a fast-paced environment

Compensation and Benefits

Online resources for the State of Tennessee benefits can be found at:

<https://www.tn.gov/partnersforhealth/publications/publications.html>

<https://www.tn.gov/hr/employees1/benefits.html>

<https://treasury.tn.gov/Retirement/Retire-Ready-Tennessee/for-State-Employees>

Application for the TDOT Director of Region 3 Preconstruction requires completion and submission of the following two items:

1. Letter explaining applicant interest in the position.
2. Résumé that is a maximum of two (2) pages.

The two items should be emailed to TDOT.Careers@tn.gov by Thursday, August 24th.