

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 3,500 employees with four statewide region facilities in Knoxville, Chattanooga, Nashville, and Jackson.



Project Manager

Alternative Delivery Division

\$106,968 annually

Job Overview

The Alternative Delivery Project Manager is the single point of responsibility for managing the scope, schedule, budget, quality, risks, and delivery of alternative delivery projects from procurement through construction and project closeout with a low to moderate degree of risk to the Department. This position has a pivotal role in fostering the implementation of national best practices for alternative delivery that drive innovation, improve performance, and ensure project alignment to achieve established departmental goals. Operating within TDOT's matrix management structure, the Alternative Delivery Project Manager collaborates with internal functional areas and external partners to ensure timely and effective project delivery. In coordination with Asset Management and other disciplines, the Alternative Delivery Project Manager applies a risk-based, data-driven approach to preserve infrastructure assets, improve safety outcomes, and incorporate innovative technologies into the transportation network. This role promotes shared ownership, clear communication, and cross-discipline collaboration within project teams. In addition to managing assigned projects, the Alternative Delivery Project Manager supports Alternative Delivery Senior Project Managers in delivering high-priority alternative delivery transportation projects.

This Project Manager role requires specialized knowledge of alternative delivery procurement and contract execution, experience navigating contractual requirements, experience leveraging innovation to better achieve project goals, a working knowledge of pre-construction and construction processes, and the ability to proactively manage issues to support cost-effective and timely delivery. The Project Manager processes large volumes of technical and stakeholder information accurately, applies engineering judgment and critical thinking, and collaborates closely with designers, contractors, owner's representatives, managers, the Professional Services Division, and Region Staff to promote best practices and continuous improvement. This role also supports Senior Project Managers and ensures consistent, high-quality delivery by following TDOT's Project Delivery Network (PDN) and Quality Assurance Process.

Essential Job Responsibilities

Lead alternative delivery project teams in coordination with with the Region Alternative Delivery Manager and the Resident Engineer as part of a matrix organization. Define the project vision and establish goals for the RFP, schedule, budget, and quality for projects with low to moderate risk to the Department. Ensure contract documents foster a competitive bidding environment. Coordinate with Environmental, Maintenance, Construction, and other TDOT divisions to apply context-sensitive design

strategies, address constructability and maintenance issues early, and proactively assess and manage project risks. Maintain the project schedule while evaluating the impacts of Alternative Technical Concepts (ATCs) on cost, timing, and long-term performance.

Manage resources and support the oversight of external partners in collaboration with the Professional Services Division and subject matter experts. Lead the development of the RFP, manage contract tasks, oversee compliance, and complete consultant evaluations. Ensure procurement activities support scheduled and unscheduled alternative delivery requirements by promoting innovation, appropriate risk allocation, and competitive bidding. Monitor invoicing, track performance, and ensure timely delivery in accordance with contract requirements.

Ensure the quality processes defined in TDOT's Quality Manual and the RFP are followed for alternative delivery projects to maintain a clear connection between project quality and outcomes. Collaborate with the Quality Team Lead to ensure submittals are reviewed efficiently and consistently with RFP expectations. Eliminate inconsistencies tied to reviewer preferences, maintain proper documentation, and identify and mitigate risks throughout procurement and delivery phases.

Support the Consultant Acquisition Process by participating in the development of Consultant Acquisition Plans (CAPs). Coordinate with the Professional Services Division to assist with drafting procurement documents, defining scoring criteria, serving on selection committees, participating in marketing meetings and project information sessions, and completing consultant evaluations and debriefs. Promote open competition and fairness in consultant selection in alignment with Brooks Act principles.

Promote innovation in project design, delivery, and procurement by encouraging the use of ATCs, when applicable, and evaluating their impact on cost, schedule, and long-term value. Identify opportunities to streamline delivery, reduce lifecycle costs, and improve the efficiency of TDOT's systems and programs. Remain current on Federal Highway Administration (FHWA) guidance, alternative delivery policies, federal and state legislation, and industry best practices. Incorporate evolving trends and regulatory updates into procurement and project delivery strategies.

Provide exceptional customer service to both internal and external customers, including local governments, contractors, and members of the traveling public. Exercise effective listening skills, provide prompt responses, maintain complete and accurate documentation, and communicate project updates transparently to support public trust and stakeholder collaboration.

Use TDOT's project management tools to monitor project milestones, procurement steps, submittals, and deliverables. Maintain a clear tracking system to ensure all actions and contractual requirements are completed in line with RFP timelines. Support timely issue resolution, and ensure documentation is current, accurate, and accessible for internal use, audits, and external reviews. Confirm alignment with the Department's Work Program and full compliance with federal, state, and RFP requirements.

Ensure the Region's Alternative Delivery projects are consistent, predictable, and repeatable by actively participating in partnering efforts across TDOT disciplines, resource agencies, design consultants, and the construction industry to provide for consistently high levels of achievement, mitigation of risk, and an established track record of success. Contribute lessons learned and feedback to improve future RFPs, procurement procedures, and alternative delivery implementation practices.

Qualifications

- Bachelor's degree
- 5 years of demonstrated competency in a transportation-related functional area
- Project Management Professional (PMP) Certification or Professional Engineer (PE) License

OR

- Bachelor's degree
- 9 years of demonstrated competency in a transportation-related functional area with 4 years substituting for the required licenses or certifications
- Project Management Professional (PMP) Certification

OR

- Associate degree
- 11 years of demonstrated competency in a transportation-related functional area with 6 years substituting for the required licenses or certifications
- Project Management Professional (PMP) Certification

Ideal Candidate

The Alternative Delivery Project Manager plays a vital role in enabling the Region to implement transportation projects through innovative delivery methods. This individual brings strong initiative and applies project management expertise to organize, coordinate, and advance assigned projects effectively. They draw on planning, organization, and team-building skills to foster a high-performing and collaborative project environment. The Alternative Delivery Project Manager is comfortable navigating ambiguity, making well-reasoned decisions, and supporting progress in complex delivery settings. They contribute across the Region as a strategic partner, analytical thinker, and committed decision-maker.