

## 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.



### **Statewide Project Manager** Public Private Partnerships (P3) Division \$123,120 annually

#### **Job Overview**

The Public Private Partnerships (P3) Statewide Project Manager plays a pivotal role in advancing TDOT's mission by delivering complex, high-value transportation infrastructure through innovative partnership models that leverage private-sector expertise and investment. This position is responsible for the full lifecycle of P3 project delivery from early concept development and strategic planning through procurement, negotiation, implementation, and long-term oversight. The P3 Statewide Project Manager ensures these initiatives align with TDOT's Project Delivery Network (PDN), statewide mobility goals, asset management strategies, and the legislative framework established by the Transportation Modernization Act.

This position leads multidisciplinary project teams in a matrix environment, coordinates closely with public- and private-sector partners, and manages stakeholder engagement at the highest levels. The P3 Statewide Project Manager ensures that all assigned projects remain on scope, schedule, and budget while meeting rigorous performance, compliance, and quality expectations. In addition to project execution, this position helps shape the future of P3 delivery at TDOT by contributing to the development of internal policies, performance metrics, and procedural frameworks that support innovation, strategic risk management, and long-term value for the state's transportation system.

#### **Essential Job Responsibilities**

Coordinate and oversee the competitive procurement, evaluation, and execution of P3 projects with diverse financing strategies, in coordination with TDOT Legal, technical disciplines, and internal financial and procurement stakeholders. Oversee risk transfer, data-driven decision-making, and compliance with TDOT's Work Program and legislative requirements. Manage project scopes, schedules, and budgets with multidisciplinary teams to ensure consistent, transparent, and accountable project delivery. Drive the development and negotiation of MOUs, value capture agreements, and P3 contracts, clearly establishing asset ownership, funding, and operational responsibilities.

Monitor design and construction milestones to ensure timely project delivery by coordinating submittal reviews, verifying adherence to contractual performance standards, and identifying risks early through established regulatory frameworks. Proactively manage change by maintaining flexibility and adaptability in response to unforeseen challenges and evolving project conditions. Ensure all changes are thoroughly documented, including rationale, approvals, and impacts, to support

transparency, efficient issue resolution, and institutional knowledge throughout the P3 project lifecycle. Review and validate payment applications, including milestone payments. Track expenditures against the budget and monitor financial close-out metrics.

Collaborate with TDOT's Asset Management Division throughout the project lifecycle to ensure P3 investments support long-term performance objectives and lifecycle strategies. Assist in the operations readiness and transition, including ensuring the operations and maintenance plans are in place. Assist in the coordination of system integration. Oversee long-term performance tracking against contract metrics.

Facilitate Project Teams in early-phase risk assessments to determine project suitability for P3 delivery. Support the development of screening criteria and project selection processes that evaluate factors such as project size, complexity, schedule sensitivity, funding gaps, and potential for value capture. Ensure selected projects demonstrate potential for lifecycle cost savings, innovation, and risk transfer.

Serve as a key liaison to internal and external stakeholders, including local governments, developers, financial institutions, regulatory agencies, consultants, contractors, and P3 partners, throughout the project lifecycle. Monitor and manage partner performance while fostering open communication, exercising effective listening skills, providing prompt responses, resolving conflicts, and delivering high-quality customer service while maintaining complete and accurate documentation to support transparency, accountability, and strong stakeholder relationships.

Maintain systems for tracking P3 program performance metrics, contract compliance, and project milestones. Provide timely reporting to internal leadership, legislative stakeholders, and the public as needed. Promote transparency in the P3 process by maintaining accessible records, documenting lessons learned, and sharing best practices across TDOT and with external partners.

Remain current on best practices, standards, and guidelines, including procurement, contracting and funding mechanisms, risk transfer, and project management used for delivering P3 projects; proactively assess risk factors; coordinate with Project Teams to minimize potential impacts to the scope, schedule, budget, and quality; provide both direction and oversight in the development of PDN deliverables, partner with TDOT Divisions, resource agencies, and the P3 industry to implement acquired knowledge to ensure program stability; and assist with Risk Assessments.

Assist in ensuring P3 deliverables are consistent, predictable, and repeatable to maintain consistently high levels of achievement, mitigate risk, and establish a track record of success through the implementation of policy, standards, and acquired knowledge.

### **Qualifications**

- Bachelor's degree in Civil Engineering, Construction Management, Project Management, or related field
- 6 years of demonstrated competency in a transportation related functional area
- 6 additional years of demonstrated competency in effectively managing transportation projects
- Project Management Professional (PMP) Certification, Certified Associate in Project Management (CAPM) or Professional Engineer (PE) preferred

### **OR**

- Bachelor's degree in Civil Engineering, Construction Management, Project Management, or related field
- 10 years of demonstrated competency in a transportation related functional area with 4 years substituting for the required licenses or certifications
- 6 additional years of demonstrated competency in effectively managing transportation projects

**OR**

- Associate degree
- 12 years of demonstrated competency in a transportation related functional area with 6 years substituting for the required licenses or certifications
- 6 additional years of demonstrated competency in effectively managing transportation projects.

**Ideal Candidate**

The P3 Statewide Project Manager is a strategic thinker and skilled communicator with a proven track record in complex transportation project delivery. They are motivated by innovation, capable of navigating both technical and regulatory landscapes, and possess the exceptional communication skills needed to coordinate and collaborate with diverse project teams and stakeholders. Their expertise in procurement, risk mitigation, and contract negotiation ensures that P3 projects deliver value, performance, and public benefit at every stage. They excel at building collaborative partnerships between public and private entities, maintaining a strong focus on accountability, transparency, and measurable outcomes. With a deep understanding of lifecycle asset management and financial structuring, they are well-equipped to guide projects from concept through completion while upholding the Department's strategic priorities and advancing infrastructure modernization across the state.