

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.



Construction Team Lead

District Operations – Construction

\$98,000 - \$109,000 annually

Job Overview

The Construction Team Lead will lead, mentor, and train the construction personnel through empowerment, communication, and delegated authority. This position will develop work plans that align with the Department's strategic vision and will effectively delegate authority and responsibility, while ensuring the availability of resources for the Construction staff to be successful. The Construction Team Lead will supervise technical staff and implement performance plans, ensuring expected outcomes, performance, and accountability of each team member.

This position will actively direct construction and alternative delivery projects within their unit ensuring a high-quality product that is delivered within the scope, schedule, and budget. This position will implement department policies, discipline-specific technical guidance, procedures, and manuals when leading their Construction Team. The Construction Team Lead will research national best practices to drive innovation and efficiency within the Construction Division and assist in the develop and implementation of these innovative best practices within their Team.

Essential Job Responsibilities

Manage resources and staff utilization and assist Project Managers in the management of external partners together with the Professional Services Division, including negotiating contracts, reviewing consultant invoicing, developing contract scopes, managing contract tasks, and completing consultant grading.

Establish and ensure that there is a direct relationship between quality and work outcomes by implementing construction standards and coordinate with the Resident Engineer and Materials and Testing in assisting with quality control tasks as per the TDOT Quality Assurance Process.

Assist in the development of Consultant Acquisition Plans (CAP) and oversight of external partners by serving on selection committees for professional engineering services as part of the Brooks Act. Provide support in the development of the Request for Proposal (RFP), by attending project-specific marketing meetings, determining scoring criteria, participating in project information sessions, serving as a scorer as part of the consultant acquisition process, and attending de-briefs with consultants.

Manage change, clarifying the vision, taking ownership of the change, communicating effectively, remaining transparent, and holding yourself and others accountable throughout the process.

Participate on Project Teams as part of a matrix organization in developing the project vision. Assist in the definition of goals and intended outcomes for the scope, schedule, budget, and quality in coordination with the Project Manager related to construction elements, project phasing and work zone traffic control; apply context-sensitive design strategies; effectively coordinating with other units within TDOT to mitigate constructability and maintenance concerns as part of the Functional Design Plans development per the Project Delivery Network (PDN); proactively assess risk factors; and, for Project Teams associated with Alternative Delivery Contracts, forecast the cause and effect of implementing Alternative Technical Concepts related to the Request for Proposal (RFPs), project cost, and construction timing.

Lead the construction team within your District in providing exceptional customer service to both internal and external customers, exercising effective listening skills, providing prompt responses, maintaining complete and accurate documentation, and communicating effectively.

Provide input in the development and implementation of revisions to the design and construction specifications standards, and procedures related to ensuring quality management practices, and assessment risk strategies and mitigation.

Provide input on national best practices related to construction practices for TDOT employees, contractors, and the traveling public; research, and recommend emerging technology concepts to be incorporated into TDOT's guidance documents, processes and procedures.

Provide input into the development and implementation of a tracking mechanism that ensures the contractual agreements, scope, schedule, budget, and quality of all projects support the delivery of the Department's Work Program while also ensuring compliance with Federal and State traffic design and regulations.

Develop performance factors for your unit that ensure construction staff provide deliverables that are consistent, predictable, and repeatable, providing consistently high levels of achievement, mitigation of risk, and an established track record of success.

Qualifications

- Bachelor's degree in Engineering
- Licensed Professional Engineer (PE)
- 5 years of demonstrated competency in construction, maintenance, design, and/or construction or project management

Ideal Candidate

The District Construction Team Lead has a good balance of being both technical and personable. They understand the importance of fostering a collaborative environment where each team member's expertise and ideas are valued. The District Construction Team Lead's analytics skills enable them to assess project challenges, risk, and opportunities. They have strong interpersonal relationships and leverage those relationships to ensure construction and alternative delivery projects are successful. The District Construction Team Lead is an inquisitive problem-solver and strong communicator who can easily translate complex concepts to a wide range of audiences.