

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.



Bridge Performance Manager
Engineering Division – Bridge Performance Section
Nashville, TN
\$124,800 annually

Job Overview

The Bridge Performance Manager will lead, mentor, and train Team Leads and technical staff through empowerment, communication, and delegated authority. This position will develop work plans that align with the Engineering Division's strategic vision and will effectively delegate authority and responsibility, when applicable, while ensuring the availability of resources for the Bridge Performance Section to be successful.

The Bridge Performance Manager will assist in the development of department policies, discipline-specific technical guidance, procedures, and manuals for the inspection, evaluation, load rating, and performance assessment of TDOT's bridge assets. This position will assist the Bridge Performance Section in the development and implementation of a data-driven bridge assessment and rating system to be used in developing risk-based bridge repair, rehabilitation, and replacement recommendations. The Bridge Performance Manager is responsible for monitoring and coordinating with the Bridge Inspection Manager and Team Leads in each Region to ensure all guidelines are being met in terms of safety, technical competency, and quality of collected bridge inspection and condition data. The Bridge Performance Manager will supervise the Load Rating Team Leads in addition to technical staff and will develop performance plans and schedules ensuring expected outcomes, performance, and accountability of each team member. In collaboration with the other Structures Discipline Managers, the Bridge Performance Manager will research national best practices to drive innovation and efficiency within the Engineering Division as part of TDOT's efforts to optimize bridge lifecycle costs and performance.

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 the negotiation of contracts, review of consultant invoicing, development of contract scopes, management of contract tasks, and completion of consultant grading.

Establish and ensure there is a direct relationship between quality and work outcomes by reviewing and updating the standard procedures for the Bridge Performance Section in collaboration with the Bridge Preservation Section and FHWA Rules and Guidance. Assist with quality control tasks as per the TDOT Quality Assurance Process,

the TDOT Bridge Inspection Procedures Manual, and the TDOT Bridge Evaluation Manual to achieve improved performance and increase sustainability of

TDOT's bridges. Ensure adequate inspection, supervision and Quality Assurance for structural steel fabrication, welding procedures, and on-site erections. Provide routine consultant evaluations on work products utilized by the section.

Assist in the development of a Consultant Acquisition Plan (CAP) by providing strategic leadership in utilizing consultants for program delivery and oversee consultant activities to ensure quality products and services are provided. Serve on selection committees for professional engineering services. Provide support in the development of the Request for Proposal (RFP), 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, including those projects for which Alternative Delivery methods are applied.

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

Assist Project Teams as part of a matrix organization in developing the project vision for those projects having the highest complexity; define critical goals and intended outcomes for the scope, schedule, budget, and quality in coordination with the Program Manager related to bridge repair, rehabilitation, and replacement projects; support Program Management staff in collaboration with TDOT Maintenance, and TDOT Construction; proactively assess risk factors, including providing technical expertise and support in matters related to bridge repair, and evaluating new paint systems and developing specifications of painting projects; 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 as they may relate to bridge management items or issues, repair products and paint systems.

Lead the Bridge Performance Section in providing exceptional customer service to both internal and external customers by exercising effective listening skills, providing prompt responses, maintaining complete and accurate documentation, and communicating effectively.

Remain current on revisions to the design criteria, procedures, data tracking software, FHWA resources, and engineering techniques related to bridge performance; assist in the design and analysis of structures-related design components for complex projects having the highest degree of risk in the repair, rehabilitation, or replacement of ancillary structure designs; and assist with Risk Assessments.

Develop and implement a tracking mechanism that ensures all workflow items, including coordinating with Maintenance and Structures Design in tracking data to predict and prevent future maintenance issues through improvements from design through operations lifecycle.

Assist in ensuring the Bridge Performance deliverables are consistent, predictable, and repeatable to provide consistently high levels of achievement, mitigation of risk, and an established track record of success.

Qualifications

- Bachelor's degree in civil or structural engineering
- Licensed Professional Engineering (PE)

- 8 years of demonstrated competency in bridge design and/or bridge load rating, that includes at least 2 years of demonstrated competency in supervision.
- NBIS/SNBI Training Certification

Ideal Candidate

The Bridge Performance Manager focuses on establishing and working toward a future-focused strategy, and their role is the key to maintaining the bridge for the future. They are problem-solvers at their core. They thrive on bringing many data points and critical factors together to understand current performance and to influence future performance. They collaborate with experts, leveraging expert input, experience, and detailed analysis to affect performance and reduce risks. The Bridge Performance Manager is never satisfied because there is always another risk to find and mitigate, and opportunities for improvement in processes. They have initiative and tenacity because they know improvement in bridge performance contributes to better returns from a safety, risk, and financial perspective.