

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.



Ecology Team Lead

Environmental Division – Technical Studies Section, Ecology
\$103,848 annually

Job Overview

The Ecology Team Lead will lead, mentor, and train the Ecology Team through empowerment, communication, and delegated authority. This position will develop work plans that align with the Technical Studies Section's strategic vision and will effectively delegate authority and responsibility, when applicable while ensuring the availability of resources for the Ecology Team to be successful.

This position will implement Department policies, discipline-specific technical guidance, procedures, and manuals to lead and assist the Ecology Team in producing deliverables and implementing the Quality Assurance Program as part of the Department's Work Program. The Ecology Team Lead will supervise technical staff performance and accountability through implementation of individual performance plans in support of project schedules and budgets, while ensuring predictable project outcomes. The Ecology Team Lead will research national best practices to drive innovation and efficiency within the Ecology 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 developing and implementing standards for the Ecology Team and coordinate with the Quality, Policy and Standards Team Lead in assisting with quality control tasks as per the TDOT Quality Assurance Process with respect to Ecology.

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, clarify the vision, take ownership of the change, communicate effectively, remain transparent, and hold yourself and others accountable throughout the process.

Participate on 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 Project Manager related to Ecology; support Project Management staff by writing the Ecology Scope of Work in collaboration with TDOT Environment, TDOT Maintenance, and TDOT Construction; apply context-sensitive design strategies; effectively coordinate 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 Ecology Team 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.

Guide the development and implementation of revisions to the environmental policies, procedures, standards, manuals, and guidelines related to Ecology and quality management components; complete the Ecology requirements for all projects, as needed; assist with the review of Ecology documents; and assist with Risk Assessments.

Provide input on national best practices related to Ecology for TDOT employees, contractors, and the traveling public; incorporate research, evaluations, and implementation of emerging technologies; and integrate statutory and regulatory requirements into TDOT's guidance documents, processes, and procedures.

Guide the development and implementation of a tracking mechanism that ensures the contractual agreements, scope, schedule, budget, and quality of all Ecology deliverables support the delivery of the Department's Work Program while also ensuring compliance with Federal and State requirements.

Provide oversight in the development of Ecology deliverables and ensure that they 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 Natural or Environmental Sciences (e.g., Ecology, Biology, Fisheries, Wildlife, Botany, Zoology, Environmental Science with a Biology focus)
- 5 years of demonstrated competency in an environmental field

Ideal Candidate

The Ecology Team Lead utilizes critical thinking in combination with technical expertise and analytical skills to find innovative and creative ways to ensure regulatory compliance and predictable project outcomes. They are experts in their field of study and strong collaborators; always working with the team to find win-win opportunities. The Ecology Team Lead ensures that their team has the technical, environmental, and relational knowledge and experience they need to be successful on their projects. They are eager to share their knowledge and expertise.