

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. TDOT Aeronautics is located near the John C. Tune Airport in Nashville, TN.



Permits Transportation Engineering Specialist

Environmental Division – Permits and Region Environmental

\$80,784 – \$88,860 annually

Job Overview

The Permits Transportation Engineering Specialist 3 and 4 supports Project Teams, Technical Divisions, and Region Operations through the preparation of permit applications for impacts to wetlands and streams, and through the development of measures that avoid, minimize, or mitigate impacts. This position applies environmental regulations, permitting requirements, and compliance standards in support of the successful delivery of transportation projects.

The Permits Transportation Engineering Specialist 3 and 4 effectively implements acquired knowledge into the preparation of permittable plans that mitigate the Department's risk and increase performance as part of fulfilling TDOT's strategic vision. This position must effectively articulate technical concepts through training, mentoring, and collaborating as part of a matrix organization.

The Permits Transportation Engineering Specialist 3 and 4 is responsible for collaborating with both internal and external stakeholders, including Project Teams, TDOT Divisions, Regions, regulatory agencies, consultants, and contractors, to ensure that environmental permitting activities align with the objectives of the Asset Management Division. This role supports sustainable project development practices aimed at reducing lifecycle costs while maintaining quality and compliance.

Essential Job Responsibilities of TDOT Transportation Engineering Specialist 3 and 4 include:

Interpret and apply all applicable federal, state, and Departmental environmental regulations, statutes, and procedural requirements to prepare complete and accurate permit applications for project-related impacts to wetlands and streams. Document impact extents; identify and evaluate appropriate avoidance, minimization, and mitigation measures; and compile all supporting information necessary for agency review. Ensure that permit applications are developed in alignment with current regulatory standards and TDOT policies and remain informed of regulatory changes to maintain compliance for all projects impacting jurisdictional waters.

Complete permit modifications during construction to avoid potential change orders and delays to the contractor. Provide permitting support for Alternative Delivery Projects, ensuring environmental compliance is maintained under accelerated schedules and innovative contracting mechanisms.

Serve as a resource for Project Teams as part of a matrix organization, and in alignment with the Project Delivery Network (PDN), completing all Permit

deliverables, proactively engaging with project stakeholders, and actively contributing at all applicable project milestones, including Project Kick Off, Risk Workshops, Project Scoping Meetings, site visits and field reviews, and Plans, Specs, and Estimates meetings for those projects having a moderate degree of risk to the Department.

Integrate the TDOT Quality Manual into all project deliverables in compliance with the Project Development Network for the purpose of mitigating environmental impacts and reducing plan errors, right-of-way delays, construction delays, and contractor claims. Address and resolve all comments obtained from Quality Control reviews in a timely and effective manner.

Prepare complete and accurate stormwater permit applications for construction activities, ensuring compliance with the National Pollutant Discharge Elimination System (NPDES) requirements. This includes developing comprehensive Stormwater Pollution Prevention Plans (SWPPPs) that detail site-specific best management practices (BMPs) to control erosion and sedimentation.

Perform field reviews for major projects and/or projects located within highly sensitive areas for which there is a greater focus on compliance and preventative measures. Review permitting strategies, including avoidance, minimization, and mitigation measures, across projects to identify best practices, capture lessons learned, and track acquired knowledge for future application.

Provide exceptional customer service to project stakeholders by facilitating the sharing of acquired knowledge with Project Teams, providing prompt assistance for environmental and permitting concerns, exercising effective listening skills, and communicating effectively.

Remain current and engaged on revisions to environmental regulations, policies, and standard practices related to permitting. Research national best practices to optimize designs, methodologies, sustainability, and safety considerations. Apply updated standards and methodologies to improve permit compliance and process efficiency.

Identify, communicate, and help mitigate environmental risks in collaboration with Project Teams, Asset Management, Region Construction, and Region Maintenance. Assess potential design and construction constraints early in project development, monitor the effectiveness of implemented mitigation strategies, and provide refined recommendations as needed.

Additional Job Responsibilities for the TDOT Transportation Engineering Specialist 4 include:

Strengthen Project Teams as part of a matrix organization and in alignment with the Project Delivery Network (PDN), completing all Permit deliverables, proactively engaging with project stakeholders, and actively contributing at all applicable project milestones including Project Kick Off, Risk Workshops, Project Scoping Meetings, site visits and field reviews, and Plans, Specs, and Estimates meetings for those projects having a moderate to high degree of risk to the Department.

Coordinate with the Environmental Manager, relevant Division staff, and the TDOT Technical Training Director to assist in the development and presentation of training that addresses environmental standards and regulations, including acquired knowledge, risk management, TDOT performance metrics, governing rules and processes, reporting procedures, and emerging technologies related to permitting for the purpose of improving team performance, inspiring new ideas, and developing skills.

Assist Project Teams in evaluating complex roadway designs to identify potential conflicts between environmental permitting requirements and other technical disciplines. Break down complex issues, including the identification of causes and their cause-and-effect relationships to support integrated and constructible solutions.

Support the consultant procurement process by reviewing Scopes of Work (SOWs) for environmental permitting projects, helping to ensure alignment with project objectives and regulatory requirements. Review consultant deliverables to verify compliance with Department standards and governing requirements, and to confirm coordination with regulatory agencies.

Perform quality control reviews of environmental permit applications and associated plan sets to identify and address constructability issues and potential regulatory non-compliance. Confirm alignment with the project's Scope of Work, Asset Management goals, applicable standards, and all other federal, state, and Department-specific guidelines.

Encourage and contribute to innovative solutions and process improvements for environmental permitting. Collaborate with Project Teams to explore new methodologies that streamline reviews, reduce project risk, and support the Department's strategic initiatives in resilience, efficiency, and sustainability.

Qualifications

The Transportation Engineering Specialist 1 and 2 are part of the Graduate Transportation Engineer (GTE) Program.

Transportation Engineering Specialist 3:

- Bachelor's Degree in Engineering
- 2 Years of demonstrated competency in environmental program in a transportation engineering field

OR

- Master's Degree in Engineering
- 1 year of demonstrated competency in environmental program in a transportation engineering field

Transportation Engineering Specialist 4:

- Bachelor's Degree in Engineering
- 3 years of demonstrated competency in environmental program in a transportation engineering field

OR

- Master's Degree in Engineering
- 2 years of demonstrated competency in environmental program in a transportation engineering field

Ideal Candidate

The Permits Transportation Engineering Specialist 3 and 4 is detail-oriented and solutions-focused with strong technical knowledge of environmental permitting regulations and transportation project development. They are skilled communicators and proactive team players, dedicated to advancing infrastructure in a sustainable and compliant way while safeguarding the surrounding environment. They collaborate effectively within interdisciplinary teams, working closely with other technical disciplines to identify integrated solutions. They are adept at navigating complex regulatory frameworks, anticipating potential project impacts, and developing practical strategies that facilitate efficient, compliant, and constructible outcomes and support efficient project delivery. Their ability to bridge technical and regulatory considerations ensures that projects meet environmental standards without compromising schedule or quality.