

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.



Mitigation Senior Technical Specialist Environmental Division – Permit Compliance Section \$75,204 Annually

Job Overview

The Mitigation Senior Technical Specialist will work independently and in a team setting, providing support and expertise to the Mitigation Unit, Permit Compliance Section, Project Teams, and the Department. This position will assist the Mitigation Team Lead by providing the Project Teams with technically sound and timely mitigation-related information and deliverables, while ensuring compliance with Federal and State requirements pertaining to stream and wetland mitigation for TDOT projects. This position will apply Quality Assurance/Quality Control processes for mitigation-related products, implement best practices, and mentor and train the team's Mitigation Technical Specialist. This position will provide guidance on mitigation strategies and methodologies and assist the Mitigation Team Lead and Statewide Technical Specialist with the planning and implementation of the Mitigation Unit performance metrics/plans, schedules and budgets, development of various technical reports, and assurance of continuity and consistency.

The Mitigation Senior Technical Specialist role requires collaboration with TDOT Divisions, Project Teams, consultants, contractors, and external stakeholders. This position must effectively articulate technical concepts as part of a matrix organization and through training and mentoring. The Mitigation Senior Technical Specialist will assist with ensuring all Mitigation Unit deliverables are applicable and readily accessible to assist with timely, accurate, and efficient decision-making. This position requires critical thinking with a focus on problem-solving to make well-informed decisions that increase the safety, performance, sustainability, and efficient delivery of TDOT's transportation system.

Essential Job Responsibilities

Complete the design of compensatory mitigation sites and projects consistent with the Project Delivery Network (PDN) to ensure that mitigation solutions are available to meet transportation project delivery schedules. Identify the mitigation method options available for each transportation project such as mitigation banks, In-lieu Fee or permittee-responsible mitigation.

Conduct field work and perform monitoring activities of mitigation sites as directed by state and federal permits to ensure they are functioning as designed.

Perform Project Management responsibilities for standalone permittee-responsible mitigation projects.

Assist with developing and implementing Mitigation Banks and Permittee-Responsible Programs to accelerate project delivery.

As assigned, participate in the Project Teams and program projects as part of a matrix organization consistent with the PDN, delivering all products and services as required and providing input at all applicable project milestones including Project Kick Off, Risk Workshops, Project Scoping Meetings, Field Reviews and Plans, Specifications, and Estimates (PS&E) meetings.

Perform mitigation assessment to communicate areas where stream and wetland impacts will require a shift in alignment to avoid or minimize the addition of extra Right of Way to mitigate impacts to identified streams and wetlands.

Remain current with applicable State and Federal Regulations that impact the deliverables developed by the Mitigation Unit. Provide mentoring to TDOT staff, consultants, and local agencies with respect to the Mitigation Unit.

Provide 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.

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

Qualifications

- Bachelor's degree in Natural, Physical, Social, or Environmental Sciences; Environmental or Civil Engineering; or a related field.
- 3 years of demonstrated competency in an environmental field.

OR

- Master's degree in Natural, Physical, Social, or Environmental Sciences; Environmental or Civil Engineering; or a related field.
- 2 years of demonstrated competency in an environmental field.

Ideal Candidate

The Mitigation Senior Technical Specialist is a critical team member and skillful problem solver. They take a proactive and meticulous approach with each project, ensuring that every stream and wetland mitigation aspect meets the highest quality and state/federal regulations. They thrive in collaborative settings, leveraging their expertise and valuing cooperation and teamwork to ensure the Mitigation Unit's success. The Mitigation Senior Technical Specialist identifies opportunities and issues, proactively takes action, and follows through to resolve concerns and conflicts.