

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.



Maintenance Engineering Manager

Maintenance Operations Division – Maintenance Engineering Section
\$124,800 annually

Job Overview

The Maintenance Engineering Manager will lead, mentor, and support the Maintenance Engineering team through clear communication, delegated authority, and strategic guidance. This position is responsible for developing work plans aligned with the Section's strategic vision, empowering team members, and ensuring resources are available for successful execution.

The Maintenance Engineering Manager will supervise a team of technical staff, develop performance plans, schedules and budgets, and ensure accountability in the delivery of consistent, high-quality outcomes. The Maintenance Engineering Manager will oversee maintenance project management activities such as scoping, design, development, routine maintenance work planning, prioritization, tracking, and reporting. The position will also support the identification and implementation of national best practices to foster innovation, improve efficiency, and promote continuous improvement within the Maintenance Engineering Section.

Essential Job Responsibilities

Provide leadership and oversight for the Performance Based Maintenance Contract (PBMC) Program by guiding the development of scope of services, contributing to Request for Proposal (RFP) preparation, and ensuring alignment with departmental goals. Monitor program budgets, offer strategic direction throughout planning and implementation phases, and coordinate with internal teams and external contractors to ensure delivery meets performance expectations and contractual requirements.

Establish and implement quality standards for the Maintenance Engineering team, ensure that project deliverables meet TDOT Quality Assurance and Quality Management standards across design, development, and work planning efforts.

Provide oversight and direction for complex maintenance projects, assist staff with project visioning, define critical goals (scope, schedule, budget, quality), review scopes of work, and coordinate across TDOT units. Ensure risk assessment and mitigation are built into planning and design processes, including Alternative Delivery projects and RFP development.

Coordinate and oversee the review of all projects, ensuring the Maintenance team provides timely and thorough input on operational considerations, long-term asset performance, and maintainability requirements.

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

Develop department policies, discipline-specific technical guidance, procedures, manuals, and assist the Maintenance Engineering Section in producing deliverables aligned with the TDOT Quality Management Process and as part of the Department's Work Program. Remain current on changes to design codes, standards, legislation, funding, and technical guidance relevant to maintenance project delivery and incorporate updates into Section practices.

Provide oversight and strategic direction for statewide maintenance work planning efforts; manage staff and resource utilization to align with TDOT's strategic goals and program priorities; support Region and District teams in setting priorities, establishing performance goals, and reviewing submitted work plans. Guide the coordination and use of maintenance project schedules; ensure alignment with departmental objectives. Facilitate regular coordination across offices to monitor and track progress, assess outcomes, promote consistency, and make data-informed decisions based on condition assessments of the network.

Lead the Maintenance Engineering Section 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.

Remain current on national best practices related to the Maintenance Engineering Section for TDOT employees, contractors, and the traveling public; incorporate research, evaluations, and implementation of emerging technologies into projects that will support and improve maintenance operations; integrate considerations and statutory and regulatory requirements into TDOT's guidance documents, processes and procedures.

Ensure Maintenance Engineering Section deliverables are consistent, predictable, and repeatable to promote reliability, minimize risk, and build a strong record of successful project delivery.

Qualifications

- Bachelor's degree in Civil Engineering
- Licensed Professional Engineer (PE)
- 8 years of demonstrated competency in construction, maintenance, design, project management, or related field, that includes 2 years of demonstrated competency in supervision

Ideal Candidate

The Maintenance Engineering Manager is a strategic and results-driven professional with proven expertise in program management, work planning, executing, and overseeing operations and maintenance projects. This individual demonstrates exceptional leadership, guiding teams through complex challenges with clarity, confidence, and purpose. They excel in coordinating across departments, engaging effectively with internal teams, external stakeholders, and contractors to ensure seamless communication and alignment.

With strong organizational, scheduling, and time management skills, the candidate consistently delivers high-quality outcomes on schedule and within budget. Their attention to detail is matched by their ability to anticipate and

resolve issues quickly and effectively. The ideal candidate is a collaborative problem-solver who fosters a culture of accountability, safety, and continuous improvement while upholding TDOT's mission of delivering safe and reliable transportation infrastructure.