

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.



Senior Project Manager

Project Management Division – Region Project Management
\$115,524 annually

Job Overview

The Senior Project Manager serves as a strategic leader guiding the planning and delivery of regionally led transportation projects tied to resurfacing, safety, traffic technology, legislatively authorized initiatives, and those that promote economic development, enhance connectivity, and foster long-term community growth. This advanced-level position is responsible for delivering transportation projects with the highest degree of risk to the Department, including complex, high-visibility initiatives that involve significant political interest, interagency coordination, or expedited schedules. Operating within TDOT's matrix management structure, the Senior Project Manager collaborates with internal disciplines, local governments, FHWA, and economic development stakeholders to assess project feasibility, align infrastructure investments with business and workforce needs, and implement risk-informed, data-driven solutions that preserve infrastructure, improve safety, and support regional prosperity. The Senior Project Manager also contributes to the implementation of key programs such as the State Industrial Access Program.

The Senior Project Manager mentors, supports, and advises Project Managers across the Region, promoting knowledge sharing, delivery consistency, and continuous improvement. This role requires strong collaboration, sound engineering judgment, and effective communication to evaluate large volumes of technical information and make timely, well-informed decisions. The Senior Project Manager implements national best practices to foster innovation and improve project outcomes across the Region.

Essential Job Responsibilities

Independently lead multidisciplinary Project Teams in delivering complex or politically sensitive resurfacing, safety, traffic technology, legislatively authorized, and Economic Development Projects. Guide the development of project vision, scope, schedule, and budget in alignment with the PDN, while proactively coordinating with Environmental, Maintenance, Construction, and Design to address constructability and long-term performance early. Evaluate conceptual layouts for legislative initiatives, economic development sites, interstate connectors, and bridge replacement projects, identifying potential conflicts with technical discipline requirements. Apply engineering judgment to break down complex issues, assess root causes, and forecast impacts on cost, schedule, and maintenance to support strategic, context-sensitive decisions.

Manage project resources in collaboration with the Manager of Legislative Projects, the Manager of Program Projects, the Region Director of Project Management, and

the Professional Services Division. Manage consultant task orders, review invoicing for accuracy and progress, and complete consultant evaluations, especially for complex or high-priority consultant teams. Ensure consultant activities support project goals and comply with federal and state requirements. Coordinate effectively with other disciplines across TDOT to deliver projects in alignment with the PDN and Department objectives. Proactively identify and address delivery challenges stemming from discipline-specific procedures, lack of integration, or resource constraints. Collaborate with technical leads to improve coordination, streamline workflows, and resolve process-related risks that could hinder timely or effective project implementation.

Ensure the quality processes outlined in TDOT's Quality Manual are followed for assigned projects to maintain a clear connection between project quality and outcomes. Coordinate with the Region Quality Team Lead to support quality control and assurance activities. Monitor deliverables to ensure project commitments defined in the Project Commitment Document are upheld. Support continuous quality improvement throughout all phases of project development and delivery.

Support the Consultant Acquisition Process by participating in the development of Consultant Acquisition Plans (CAPs). Coordinate with the Professional Services Division to assist with drafting procurement documents, defining scoring criteria, serving on selection committees, participating in marketing meetings and project information sessions, and completing consultant evaluations and debriefs. Promote open competition and fairness in consultant selection in alignment with Brooks Act principles.

Manage change by clarifying project vision, owning delivery outcomes, and encouraging innovation throughout the project lifecycle. Communicate expectations clearly, maintain transparency, and support accountability within the Project Team. Promote process improvements and new design elements that enhance TDOT's systems, and ensure changes are properly documented to support informed decisions and timely resolution of project issues.

Provide exceptional customer service to both internal and external customers, including legislators, economic development officials, region leadership, and partner agencies. Exercise effective listening skills, provide prompt responses, maintain complete and accurate documentation, and communicate project updates transparently to support public trust and stakeholder collaboration.

Remain current on federal and state legislation, standards, and guidelines related to project delivery, and maintain knowledge of project delivery and project management methods used for the delivery of projects.

Use TDOT's project management tools and software to monitor and maintain project schedules, budgets, and deliverables. Ensure projects remain aligned with the Department's Work Program and comply with applicable federal and state requirements. Maintain up-to-date project records and use available tools to support transparency, milestone tracking, and performance evaluation

Ensure Projects are consistent, predictable, and repeatable by actively participating in partnering efforts across TDOT disciplines, resource agencies, design consultants, and the construction industry to provide for consistently high levels of achievement, mitigation of risk, and an established track record of success.

Qualifications

- Bachelor's degree
- 5 years of demonstrated competency in a transportation related functional area
- 4 years of demonstrated competency in effectively managing projects
- Project Management Professional (PMP) Certification or Professional Engineer (PE) License

OR

- Bachelor's degree
- 9 years of demonstrated competency in a transportation related functional area with 4 years substituting for the required licenses or certifications
- 4 years of demonstrated competency in effectively managing projects
- Certified Associate in Project Management (CAPM) preferred

OR

- Associate degree
- 11 years of demonstrated competency in a transportation related functional area with 6 years substituting for the required licenses or certifications
- 4 years of demonstrated competency in effectively managing projects
- Certified Associate in Project Management (CAPM) preferred

Ideal Candidate

The Senior Project Manager is the project strategist and networker who spends much of their time making decisions, building relationships, and delivering complex projects. They are a charismatic leader who drives the Department towards Tennessee's infrastructure future, enabled by innovation. They create a center of excellence wherever they serve, happily share their knowledge and experience to ensure the team is prepared to take on the next challenge. The Senior Project Manager has the innate leadership needed to communicate their strategies, ideas, and concerns and ensure team members are comfortable doing the same. Their reputation for success and collaboration lets them develop strong and trusting relationships that feed their continued successful delivery of projects.