

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.



Public-Private Partnerships (P3) Manager

Major Project Bureau – Public-Private Partnerships Division
\$120,000 - \$135,000 annually

Job Overview

The P3 Manager will support the P3 Director in leading, mentoring, and training technical staff through empowerment, communication, and delegated authority. This position will support the development, structuring, and delivery of Public-Private Partnerships that draw on commercial and traditional financing to advance large-dollar infrastructure projects expeditiously. The P3 Manager will support the P3 Director's collaboration with the Major Project Bureau Chief and Department leadership in developing programs, technical direction, organizational structures, and section budgets that align with the Division's strategic vision. The P3 Manager will assist in the development of performance plans, schedules, and performance metrics that meet expected outcomes, accountability of each team member, and alignment with the Bureau's Work Program.

The Manager will maintain the availability of resources that provide for the success of the P3 Division and communicate availability to the Director. This position will be responsible for working cooperatively with all Divisions, Bureaus, or Regions impacted by the execution of the P3 Project and for collecting and organizing information to support the Director's reporting on project progress to TDOT Leadership on a routine basis. This position will reinforce the empowerment of staff to implement national best practices that drive innovation, improve performance, and ensure project alignment with the Department's asset management lifecycle framework.

Essential Job Responsibilities

Program Management and Oversight

The Manager will assist in the overall management and strategic direction of the P3 program through assisting the Director in building a framework of streamlined procedures for the P3 project delivery process that encompasses transparency, fair competition, and long-term partnership as part of procuring, negotiating, and executing P3 contracts

The Manager will support the effective delivery of P3 projects from concept through construction and operations by aiding in the selection of projects to be delivered as P3 contracts will encourage private sector investments for which value for money can be clearly demonstrated when compared with alternate delivery methods. The Manager will be responsible for monitoring and evaluating the performance of P3 projects and the private partners involved and reporting their findings at regular intervals to the Director. The Manager will collaborate with P3 Director in guiding the management of adequate resources, staff utilization, and financial performance for

the P3 Project Delivery Division and support P3 Teams in the delivery of complex transportation projects requiring specialized financing.

Project Development, Execution, Financial Management, and Risk Management

The Manager will support the Director in structuring potential P3 projects. They must clearly articulate accountability for outcomes and guide the development and implementation of a tracking mechanism in partnership with the TDOT Information Technology Division that measures project performance and adherence to the terms and conditions of the P3 contract. They must have the ability to function in a complex, fast-paced environment and execute multiple tasks accurately and concurrently. The P3 Manager will ensure the scope, schedule, budget, and quality of all deliverables support the delivery of the Department's Work Program while also ensuring compliance with Federal and State regulations, laws, standards, and policies.

They will assist the multi-disciplined P3 Project Delivery Team, as part of a matrix organization, in refining the engineering, traffic, environmental, and financial elements of P3 projects. Facilitate the identification of risks related to regulations, site specific conditions, permitting, procurement, financing, engineering and construction, changes in market conditions, traffic, competing facilities, operation and maintenance, and refinancing, if applicable. The Manager will support the procurement process, including oversight in development of requests for proposals. They must manage change, have clarity of vision, take ownership of the change, communicate effectively, remain transparent, and hold yourself and others accountable throughout the process.

The Manager will support the compliance with relevant laws, regulations, and policies related to P3s. They will maintain awareness of public-private partnership best practices for transportation projects to ensure TDOT's P3 model continuously evolves in response to acquired knowledge and market conditions; assist with the development of legislation and regulations that seek to promote collaboration, foster consistently high levels of achievement, and increase value for the public. Participate in the Director's quarterly P3 contract status meetings with P3 teams to collaborate on project progress and address recommendations.

The Manager will reinforce the direct relationship between quality and work outcomes by supporting the Project Delivery Team's commitment to building strong partnerships that provide for effective approaches to rebound from failures and identify solutions to complex technical concerns as they arise. Promote a P3 Project Delivery model that uses failures as opportunities to strengthen partnerships.

Stakeholder Engagement and Collaboration

The Manager will support the Director in leading the P3 Project Delivery Division in providing exceptional customer service to both internal and external customers by developing and facilitating programmatic industry and stakeholder outreach through the establishment of routine engagements and constructive dialogue with priority stakeholders, including but not limited to legislative members, local public officials, planning associations, and similarly situated public interest organizations. The P3 Manager will ensure transparency, exercise effective listening skills, provide prompt responses, maintain complete and accurate documentation, and communicate effectively. They will have the ability to develop and maintain strong working relationships across the Department and externally and communicate with a wide variety of individuals.

They will support the Director's public engagement plan that provides transparency on the terms of the P3 contract and project delivery status. Maintain strong team morale through team-building opportunities and recognition throughout the life of the project.

Qualifications

- Bachelor's degree in Civil Engineering
- Professional Engineer (PE) License
- 8 years of demonstrated competency in project management, with expertise in alternative project delivery that includes at least 2 years of demonstrated competency in supervision

Ideal Candidate

The P3 Manager is a leader with a history of delivering, or supporting the delivery of, large, complex transportation projects using alternative delivery methods. With experience managing challenging projects for government agencies, they bring an understanding of industry standards and contractual obligations. The Manager has experience with team leadership as well as motivating and engaging project teams to stay on task and within budget. They possess relationships within the industry and have a clear alignment with TDOT's vision, working collaboratively with internal teams to ensure the successful execution of projects.