

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 4,000 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.



Region Right-of-Way Manager
Right of Way Division – Regional Preconstruction
\$100,896 - \$131,004 annually

Job Overview

The Region Right-of-Way (ROW) Manager will lead, mentor, and train the Team Leads and other direct reports through empowerment, communication, and delegated authority. This position will develop work plans that align with the Region ROW Section's strategic vision and will effectively delegate authority and responsibility, when applicable, while ensuring the availability of resources for the Region ROW Section to be successful.

This position will assist through consultation, collaboration, and coordination with Appraisal, Acquisition, Relocation, Property Management/Excess Lands, and Outdoor Advertising/Junkyard Control Managers in the development of Department policies, discipline-specific guidance, procedures, and manuals and assist the Region ROW Section in producing deliverables and implementing the Quality Assurance Program as part of the Department's Work Program.

The Region ROW Manager will supervise the Team Leads in addition to technical staff and will develop performance plans, schedules, and budgets, ensuring expected outcomes, performance, and accountability of each team member. The Region ROW Manager in consultation, collaboration, and coordination with Appraisal, Acquisition, Relocation, Property Management/Excess Lands, and Outdoor Advertising/Junkyard Control Managers will research national best practices to drive innovation and efficiency within each technical unit as part of the Region ROW Section.

Essential Job Duties

- Manage resources, including maximizing federal aid participation to the greatest extent possible, and staff utilization and assist Project Managers in the management of external partners together with the Professional Services Division, including the negotiation of contracts, review of consultant invoicing, development of contract scopes, management of contract tasks, and completion of consultant grading.
- Establish and ensure there is a direct relationship between quality and work outcomes by assisting in the development of standards for the Region ROW Section, evaluate compliance with Federal Uniform Act and State Right of Way rules and regulations, and coordinate with other quality assessment/auditing units in assisting with quality control tasks as per the TDOT Quality Assurance Process with respect to the Project Delivery Network (PDN) and non-PDN activities.
- Assist in the development of consultant acquisition plans by providing strategic leadership in utilizing consultants for program and project delivery and oversee consultant activities to ensure quality products and services are provided. Serve on selection committees for professional engineering and non-engineering services. Provide support in the development of the Request for Proposal (RFP) by attending project-specific marketing meetings, determining scoring criteria, participating in project information sessions, serving as a scorer as part of the consultant acquisition process, and attending de-briefs with consultants.



- Manage change, clarify the vision, take ownership of the change, communicate effectively, remain transparent, and hold yourself and others accountable throughout the process.
- Assist Project Teams, as part of a matrix organization, in developing the project vision for those projects having the highest complexity; define ROW-related critical goals and intended outcomes for the scope, schedule, budget, and quality in coordination with the Project Manager; support Project Management staff by writing the ROW Scope of Work in collaboration with other ROW Division Units, TDOT Roadway, TDOT Maintenance, and TDOT Construction; assure ROW milestones identified in project schedules are met; proactively coordinate with other units within TDOT to assess risks, ensure consideration of constructability, operations and maintenance concerns, and develop solutions based on overall lifecycle costs as part of Functional Design Plans development per the Project Delivery Network (PDN); and forecast the cause and effect of implementing Alternative Technical Concepts (ATCs) related to Alternative Delivery projects.
- Lead the Region ROW Section in providing exceptional customer service to both internal and external customers by exercising effective listening skills, providing prompt responses, maintaining complete and accurate documentation, assuring appraisal, acquisition, relocation assistance, and property management functions are performed in a competent manner; providing technical assistance to support construction activities and eminent domain proceedings; and communicating effectively.
- Remain current on national ROW practices for transportation projects, facilities, and operations activities; assist with the development of legislation and regulations that seek to increase safety, inspire innovation, and improve mobility for TDOT employees, contractors, and the traveling public; and integrate ROW considerations and statutory and regulatory requirements into TDOT guidance documents, processes and procedures for capital, operations, and facilities projects.
- Develop and implement a tracking mechanism which ensures that the scope, schedule, budget, and quality of all right of way projects support the delivery of the Department's Work Program while also ensuring compliance with Federal and State rules and regulations.
- Assist in ensuring Region Right of Way Section deliverables are consistent, predictable, and repeatable to provide for consistently high levels of achievement, mitigation of risk, and an established track record of success.

Qualifications

- Bachelor's Degree
- 8 years of demonstrated competency in the right of way discipline that includes at least two years of demonstrated competency in supervision