

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.



Rail Engineering Team Lead

Passenger Transportation, Rail and Freight Division – Freight and Rail
Safety & Engineering Section
Nashville, TN
\$109,200 annually

Job Overview

The Rail Engineering Team Lead will lead, mentor, and train the Rail Engineering Team through empowerment, communication, and delegated authority. This position will develop work plans that align with TDOT's strategic vision and will effectively delegate authority and responsibility while ensuring the availability of resources for the Rail Engineering Team to be successful.

The Rail Engineering Team Lead will lead the development and implementation of departmental policies, discipline-specific technical guidance, procedures, and manuals related to rail engineering for incorporation into TDOT's programs and projects. This position will ensure the implementation of the quality assurance program to achieve program efficiency and effectiveness. The Rail Engineering Team Lead will supervise technical staff and implement performance plans, schedules, and budgets, ensuring expected outcomes, performance, and accountability of each team member. The Rail Engineering Team Lead will research national best practices to drive innovation and efficiency within the Rail Engineering Team.

Essential Job Responsibilities

Manage resources and staff utilization and assist the Rail Engineering Team in performing their roles effectively and efficiently, optimizing the Team's ability to administer Rail Engineering processes successfully.

Administer the FHWA Rail-Highway Crossings (Section 130) Program that provides funds to eliminate public railway-highway crossing hazards. Maintain the Federal Railroad Administration's (FRA) National Crossing Inventory and the State Railroad Crossing Inventory. Assess all public grade crossings in Tennessee for safety project selection using a data-driven process; identify railroad crossings that may require separation, relocation, or protective devices; and establish and implement a schedule of projects.

Lead performing technical reviews of railroad crossings to provide recommendations for compliance with federal requirements for minimum adequate railroad crossing warning devices on federal-aid projects. Apply engineering judgment, specifically Part Eight of the MUTCD, that pertains to highway-rail grade crossings.

Lead crash investigations and track crashes for Tennessee Code 65-11-113 Automatic

Warning or Protective Devices enforcement. Prepare crash files with reports, pictures, videos, walk-throughs, legal contracts, etc.

Assist in the development of consultant acquisition plans and oversight of external partners for professional engineering services in accordance with the Brooks Act. Provide support in developing Requests for Proposal (RFP), assist in determining scoring criteria, serve on selection committees, assist with negotiating contracts, attend debriefs with consultants, manage contract tasks, review invoices, and complete consultant grading.

Lead the Rail Engineering Team in providing exceptional customer service to internal and external customers, exercising effective listening skills, providing prompt responses, maintaining complete and accurate documentation, and communicating effectively.

Establish and ensure there is a direct relationship between quality and work outcomes by developing and implementing quality control and quality assurance processes for the Rail Engineering Team's rail engineering activities.

Assist with the management of the policy direction for the Rail Engineering Team as part of a matrix structure, creating policies, procedures, guidelines, and performance metrics that support adherence to federal and state requirements, include best practices, and improve planning processes. Assist with the financial performance of the Rail Engineering Team in alignment with TDOT financial processes to ensure transparency and accountability.

Manage change and conflict, clarify the vision, take ownership of the change, communicate effectively, remain transparent, lead by example, and hold yourself and others accountable throughout the process.

Ensure the Rail Engineering Team remains current on national best practices as it relates to rail engineering processes and procedures; incorporate research, evaluations, and implementation of emerging processes and technologies into the rail engineering responsibilities that will improve efficiency, resiliency, effectiveness, reliability, sustainability, and the safety of Tennessee's transportation network; integrate federal and state requirements into TDOT's guidance documents, processes, and procedures. Participate in peer exchanges with State and local governments and applicable industry partners for key insights and collaboration.

Provide oversight in the development of the Rail Engineering Team deliverables, and ensure they are consistent, predictable, and repeatable to provide consistently high levels of achievement, mitigation of risk, production of annual reports as required, and an established track record of success.

Qualifications

- Bachelor's degree in engineering
- Licensed Professional Engineer (PE)
- 5 years of demonstrated competency in developing and/or constructing transportation projects

Ideal Candidate

The Rail Engineering Team Lead excels in developing, managing, and administering innovative rail programs. They showcase excellent communication, leadership, and team management abilities, successfully engaging with stakeholders across all levels. In their leadership role, they guide the team on best practices and ensure adherence to state and federal regulations, while promoting innovation. Their position is essential in identifying opportunities to overcome challenges and plan for future success.

Application Instructions

Applications must be submitted online in order to be considered for the position. Please submit one application for consideration. Interested applications should apply online at:

- <https://www.tn.gov/tdot/human-resources-home/tdot-careers.html>
- Select TDOT TEAM LEAD – 12172024 - 64016

Applications must be submitted by Monday, December 30th.