

## 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.



### **Floating Team Lead**

Region Operations – Field Operations

\$99,456 annually

#### **Job Overview**

The Floating Team Lead will lead, mentor, and train Floating Team personnel through empowerment, communication, and delegated authority. This position will develop work plans that align with the Department's strategic vision and will effectively delegate authority and responsibility, while ensuring the availability of resources for staff to be successful. The Floating Team Lead will supervise technical staff and implement performance plans, ensuring expected outcomes, performance, and accountability of each team member.

This position will actively direct floating maintenance within their unit ensuring a high-quality product that is delivered within the scope, schedule, procurement, and budget. This position will implement department policies, discipline-specific technical guidance, procedures, proficiency training and manuals when leading their Floating Team(s). The Floating Team Lead will research national best practices to drive innovation and efficiency within the Floating Team Division and assist in the development and implementation of these innovative best practices within their Team.

#### **Essential Job Responsibilities**

Manage resources and staff utilization and assist Project Managers in the management of external partners together with the Professional Services Division, including negotiating contracts, reviewing consultant invoicing, developing contract scopes, managing contract tasks, and completing consultant grading.

Establish and ensure that there is a direct relationship between quality and work outcomes by developing and implementing standards for the Floating Team and coordinating with the Maintenance Superintendent and Materials and Testing in assisting with quality control tasks as per the TDOT Quality Assurance Process with respect to the planning, directing, and control of all aspects of floating team operations.

Participate on Project Teams as part of a matrix organization in developing the project vision. Assist in the definition of goals and intended outcomes for the scope, schedule, budget, and quality in coordination with the Project Management related to maintenance elements, effectively coordinating with other units within TDOT to mitigate constructability and maintenance concerns as part of the Functional Design Plans development per the Project Delivery

Network (PDN); managing staffing and augmenting with Construction Engineering and Inspection (CEI) services, contractors or other outside vendors; proactively assess risk factors.

Coordinate various maintenance activities, including milling, resurfacing, striping, bridge repairs, sign maintenance, and other specialized jobs, while coordinating with District leadership for planning and execution. Collaborate with the Districts for assistance with scheduling, traffic control, and material handling for the work to be performed.

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

Lead the Floating Team in providing exceptional customer service to both internal and external customers by exercising effective listening skills, providing prompt responses, maintaining complete and accurate documentation, and communicating effectively. Actively support the maintenance proficiency program and ensure employees are progressing to expectations.

Guide the development and implementation of revisions to the design and maintenance specifications, standards, and guidelines related to bridge maintenance, repair, operations, and rehabilitations components. Ensure operations and administration of vehicle and asset management of fleet is consistent with safety and service.

Provide input on national best practices related to maintenance practices for TDOT employees, contractors, and the traveling public; incorporate research, evaluations, and implementation of emerging technologies; and integrate statutory and regulatory requirements into TDOT's guidance documents, processes and procedures.

Guide the development and implementation of a tracking mechanism that ensures the contractual agreements, scope, schedule, budget, and quality of all operations projects support the delivery of the Department's Work Program while also ensuring compliance with Federal and State traffic design and regulations.

Develop performance factors for Floating Team that ensure staff provide deliverables that are consistent, predictable, and repeatable, providing consistently high levels of achievement, mitigation of risk, and an established track record of success.

### **Qualifications**

- Bachelor's degree in engineering
- 5 years of demonstrated competency in construction, maintenance, design, and/or construction or project management.

OR

- Associate degree
- 7 years of demonstrated competency in construction, maintenance, design, and/or construction or project management.

OR

- High school diploma
- 9 years of demonstrated competency in construction, maintenance, design, and/or construction or project management.

### **Ideal Candidate**

The Floating Team Lead plays a pivotal role in overseeing and leading the Floating team and ensuring smooth and efficient maintenance operations. They take a proactive approach of sharing their extensive knowledge and experience to ensure that the Floating team(s) remain well-equipped to handle complex tasks and adapt to emerging challenges. The Floating Team Lead understands the importance of empowering staff and nurturing their professional growth. They coordinate effectively with headquarters and their team to streamline communication and ensure a unified approach to maintenance tasks. The Floating Team Lead has a strong work ethic and the ability to prioritize and manage maintenance needs. Through their dedication and expertise, the Floating Team Lead ensures their team operates seamlessly and delivers high quality work.