

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.



Regional Garage Team Lead Region Operations – Field Operations \$99,456 annually

Job Overview

The Regional Garage Team Lead provides leadership and technical oversight for maintenance and repair operations across TDOT's Garage operations and supports District Garage Operations, as assigned. This position ensures the safety, reliability, and performance of TDOT's fleet assets by managing personnel, directing maintenance activities, coordinating repairs, overseeing inventory, and aligning garage operations with statewide fleet strategies.

The Regional Garage Team Lead is responsible for implementing department policies, technical guidance, and best practices in preventive and predictive maintenance. They support TDOT's strategic goals by promoting safety, environmental compliance, and continuous improvement while facilitating proficiency-based training for team members.

This position also plays a key part in emergency response coordination for the garage by ensuring the readiness and availability of critical fleet assets. The Regional Garage Team Lead actively monitors garage deliverables to ensure projects are completed within defined scope, schedule, procurement guidelines, and budget. Additionally, they contribute to innovation by researching and incorporating national best practices that improve garage efficiency and performance.

Essential Job Responsibilities

Provide strategic leadership and oversight for Regional or District garage functions by working closely with Garage staff and District Team Lead to ensure consistency with TDOT garage policies and operational expectations. Support the interpretation and rollout of statewide guidance by aligning practices with current and emerging Standard Operating Guidelines (SOGs) and serve as a liaison to ensure field-level input is integrated into ongoing process improvements.

Monitor and manage TDOT fleet performance, availability, and lifecycle. Ensure preventive maintenance and asset administration are conducted safely, consistently, and in alignment with TDOT's Asset Management and service delivery expectations.

Manage inventory control, availability of tools, parts, and consumables required for garage operations. Ensure audits and inventory reviews are completed according to TDOT's Stockroom Operation Guidelines.

Manage change effectively by communicating vision and direction, maintaining transparency, building team trust, and holding yourself and others accountable throughout transitions. Guide the team through procedural, operational, and technological updates with clarity and consistency.

Lead the Garage Team in delivering exceptional customer service to internal and external stakeholders by practicing active listening, providing timely responses, documenting actions accurately, and maintaining clear, courteous communication.

Participate in recruitment, onboarding, and training of new staff. Promote professional development by supporting the Maintenance Proficiency Program, and monitoring Garage staff progression to meet performance expectations.

Provide input on national best practices related to fleet maintenance and garage operations. Support the adoption of emerging technologies and integrate statutory and regulatory requirements into TDOT guidance documents, procedures, and performance strategies.

Ensure operations and administration of fleet and asset management are standardized across the region. Confirm alignment with safety protocols, service commitments, and documentation procedures to support statewide consistency and compliance.

Develop and maintain clear performance factors that ensure team deliverables are consistent, measurable, and repeatable. Use performance data to mitigate risk, recognize achievement, and create a track record of operational success.

Qualifications

- Bachelor's degree
- 5 years of demonstrated competency in maintenance, fleet operations, or a related field.

OR

- Associate degree
- 7 years of demonstrated competency in maintenance, fleet operations, or a related field.

OR

- High school diploma
- 9 years of demonstrated competency in maintenance, fleet operations, or a related field.

Preferred Qualifications

- ASE Certification

Ideal Candidate

The Regional Garage Team Lead plays a pivotal role in overseeing and leading the Garage Team and ensuring smooth and efficient fleet maintenance operations. They take a proactive approach of sharing their extensive knowledge and experience to ensure that the Garage Team(s) remain well-equipped to handle complex tasks and adapt to emerging challenges. The Regional Garage 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 fleet maintenance tasks. The Regional Garage Team Lead has a strong work ethic and

the ability to prioritize and manage maintenance needs. Through their dedication and expertise, the Regional Garage Team Lead ensures their team operates seamlessly, focuses on safety, and delivers high quality work.