

## 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 headquarters is located in downtown Nashville.



### TDOT Director of Operations

Region 4

Jackson, TN

**\$164,448 annually**

#### Overview

TDOT Regions are key in managing and operating infrastructure assets to provide a safe, reliable, and efficient roadway network. TDOT Regions also ensure timely delivery of construction projects and provide increased mobility and capacity options for multimodal users. Regional Operations stands in partnership with communities, state, and local partners to provide strong strategic relationships and coordinated service to TDOT's customers.

Working under the general direction of the Region Director, an employee in this executive service classification will be responsible for the oversite and performance of Construction, Traffic Operations, Bridge Inspection and Repair, Garage Operations, and Highway Maintenance to ensure the level of service expectation is met or exceeded. The Region Director of Operations is charged with overseeing all operations in the region.

This position will be responsible for ensuring that, as part of the matrix organization, each discipline and operational unit understands its role in achieving the project/program performance expectations and works collaboratively to achieve the projects/programs scope, schedule, budget, and quality management expectations. This position will work to mentor, train, and provide assistance to senior leadership on change management to staff at all levels.

This position will be required to work collaboratively with others to ensure the operations activities required to deliver the Department's Work Program meet or exceed the performance management and asset management criteria expectations.

#### Essential Job Duties

Implements and manages the overall leadership and policy level direction for Region Operations as part of a matrix structure, focusing on implementation of statewide policies, procedures, and performance metrics that seek to improve safety and mobility for TDOT's employees, contractors, and the traveling public.

Develops budgets and manages financial performance for Region Operations in alignment with TDOT financial processes to ensure transparency and accountability.

Implements performance metrics around improving safety, mitigating incident management, and traffic operations.

Fosters and maintains professional relationships with local government leaders, lawmakers, and all members of the highway industry.

Assists in focusing research on safer, more cost-effective bridges and highway facilities.



Explores and implements emerging technologies that improve efficiency, effectiveness, reliability, and safety of TDOT's transportation network.

Preserves and enhances TDOT's infrastructure and investments through partnerships with industry, academia, internal and external customers and by deployment of products, techniques, and equipment.

Supports and implements the creation of strategies for managing, measuring, and reporting performance across the Region.

Leads Region Operations in ensuring project alignment with scope, schedules, budget, and quality to optimize the use of available state and federal funding.

### **Qualifications**

Education and Experience:

1. Bachelor's degree in Civil Engineering
2. Licensed PE in Civil Engineering
3. 10 years of demonstrated competency in transportation engineering including at least 4 years of management/supervisory experience of professional and engineering staff involved in project management, survey, design, construction, or maintenance of a roadway, runway, or transportation structure

### **KNOWLEDGE, SKILLS, ABILITIES, AND COMPETENCIES (KSACs):**

- Skilled in communication, team building, delegation, decision-making, and time management
- Familiarity with human resource management techniques related to hiring, training, mentoring, and discipline
- Ability to resolve conflicts, coach and motivate others, build high-performing teams, and create a culture of accountability, collaboration, and accomplishment
- Ability to speak to the media, elected officials or large audiences concerning TDOT's vision and projects
- Knowledgeable of relevant government regulations
- Knowledgeable in transportation projects, civil engineering, roadway design, construction administration, project funding, and program management
- Demonstrated ability to apply technical background and critical thinking to solve complex issues
- Demonstrated ability to manage multiple program areas and large teams

### **How to Apply:**

Application for the Region 1 Director of Project Management requires completion and submission of the following two items:

1. Letter explaining applicant interest in the position.
2. Résumé that is a maximum of two (2) pages.

The two items should be emailed to [TDOT.Careers@tn.gov](mailto:TDOT.Careers@tn.gov) by Monday, December 22 2025