

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.



TDOT Region Director
Region 1
Knoxville, TN
\$192,780 annually

Job Overview

This executive service classification reports to the Assistant Chief Engineer of Program Delivery and will be responsible for preconstruction, operations, and regional business solutions. The Region Director leads each region team in TDOT's commitment to excellence in managing and improving the state's transportation system, promoting the success of our employees, and strengthening the trust of our customers.

As part of a matrix organization, this position will be responsible for ensuring that each discipline understands its role in achieving the project/program performance expectations and works collaboratively to achieve the projects/programs scope, schedule, budget, quality management, and risk management expectations.

Essential Job Responsibilities

1. Collaborates with the Chief Engineer, Assistant Chief Engineers, and other Region Directors to provide strategic leadership for the Bureau of Engineering as part of a matrix structure, focusing on statewide technical policies, procedures, and performance metrics that seek to improve safety and mobility for the Region's employees, contractors, and the traveling public
2. Integrates Executive Leadership's vision and goals to deliver programs and projects as part of the Department's Work Program
3. Oversees financial performance for the for the entire region including Preconstruction, Operations, and Business Solutions to ensure transparency and accountability
4. Leads the Region in ensuring project alignment with scope, schedule, budget, and quality to ensure the optimization of state and federal funding
5. Collaborates on strategies for managing, measuring, and reporting TDOT performance across the Region
6. Leads the Region in exploration and implementation of emerging technologies that improve efficiency, effectiveness, reliability, and safety of TDOT's transportation network

7. Leads the Region in peer exchange, fostering collaboration both internally and with the Region's partners to share ideas, skills, and insights to get the best results
8. Fosters and maintain professional relationships with local agencies to further the partnering efforts with these entities
9. Promotes a culture of caring, concern for others, and pride in what we do
10. Ensures results-driven performance
11. Leads change in developing practices and behaviors that assist individuals in navigating uncertainties related to both the organization as well as policy
12. Approaches asset management strategically to ensure achievement of a desired outcome
13. Fosters and maintain professional relationships with Federal, State and local elected officials.
14. Other duties as assigned

Qualifications

1. A Bachelor's degree in Civil Engineering
2. Licensed PE in Civil Engineering in the State of Tennessee
3. Fifteen years of related transportation engineering experience
4. At least five years of managing and/or supervising professional and technical civil engineering staff involved in project management, survey, design, or construction of a roadway, runway, or transportation structure
5. Project Management Experience

Ideal Candidate

The ideal candidate is a seasoned transportation leader with deep technical expertise in civil engineering and a proven ability to manage large, complex programs within a matrix organization. They possess strong project management skills, ensuring alignment with scope, schedule, budget, and quality expectations across diverse disciplines. A collaborative communicator, they engage effectively with internal teams, executive leadership, and external stakeholders to drive strategic outcomes. Culturally, they foster a people-centered, performance-driven environment that values innovation, accountability, and continuous improvement. They demonstrate adaptability and resilience in navigating organizational change and advancing statewide initiatives. A passion for public service and a commitment to safety, mobility, and operational excellence are central to their leadership approach. Above all, they embody integrity, transparency, and a team-first mindset in delivering results that serve Tennessee's citizens.