

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.



Safety & Work Zone Technical Team Lead

Traffic Design Division – Safety & Work Zone Section, Technical Team
Nashville, TN
\$103,848 annually

Job Overview

The Technical Team Lead will lead, mentor, and train the Technical Team through empowerment, communication, and delegated authority. This position will develop Work Plans that align with the Safety & Work Zone Section's strategic vision and the Strategic Highway Safety Plan to effectively delegate authority and responsibility while ensuring the availability of resources for the Technical Team to be successful. The Technical Team Lead will coordinate efforts with the Regions and Safety & Work Zone stakeholders to identify, plan, design, deploy, and maintain the appropriate Safety & Work Zone technical planning needs. This position will develop and maintain a strategic statewide Safety & Work Zone design plan that is stakeholder-driven, multi-jurisdictional, and multi-disciplinary to enhance safety, work zone, and mobility needs statewide.

This position will implement Department policies, discipline-specific technical guidance, procedures, and manuals to lead and assist the Traffic Design Division in producing deliverables and implementing the Quality Assurance Program as part of the Department's Work Program. The Technical Team Lead will recommend changes to design plans and programs, and lead efforts related to safety & work zone improvements, maintenance, and operational service level needs. This position will aid in the development and implementation of the Strategic Highway Safety Plan and ensure alignment with the organizational TDOT Strategic Plan to implement safety & work zone projects, safety audits, programs, and studies through engineering design solutions. This position will supervise technical staff and implement performance plans, schedules, and budgets, ensuring each team member's expected outcomes, performance, and accountability. The Technical Team Lead will research national best practices to drive innovation and efficiency within each technical unit of the Safety & Work Zone Section.

Essential Job Responsibilities

Manage resources, staff utilization, and assist Project Managers in the management of external partners together with the Professional Services Division, including training needs, negotiating contracts, reviewing consultant invoicing, developing

contract scopes, managing contract tasks, and completing consultant grading. Collaborate with stakeholders such as the Federal Highway Administration (FHWA), transportation agencies, local governments, law enforcement, transit agencies, and private sector partners to coordinate safety & work zone technical planning studies, design needs, address concerns, and promote collaboration in alignment with the department's mission, vision, and values.

Establish and ensure that there is a direct relationship between quality and work outcomes by developing and implementing standards for the Technical Team and coordinating with the Quality Team Lead to assist with quality control tasks as per the TDOT Quality Assurance Process concerning TDOT's guidance documents, standards, processes, and procedures. Integrate quality management into the Project Delivery Network (PDN) process to reduce plan errors, right-of-way delays, construction delays, and contractor claims; assist Project Teams by providing reviews as part of TDOT's Quality Assurance Program.

Assist in the development of Consultant Acquisition Plans (CAP) and oversight of external partners by serving on selection committees for professional engineering services as part of the Brooks Act. Provide support in the development of the Request for Proposal (RFP) by attending project-specific marketing meetings, determining scoring criteria, participating in project information sessions, serving as a scorer in the consultant acquisition process, and attending de-briefs with consultants.

Participate on Project Teams as part of a matrix organization in developing the project vision for those projects with the highest complexity; define critical goals and intended outcomes for the scope, schedule, budget, and quality in coordination with the Project Manager. Support Project Management staff by writing the Safety & Work Zone technical project design Scope of Work in collaboration with TDOT Design, Construction, Operations and Maintenance; apply multi-modal context-sensitive design strategies. Assist other units within TDOT to mitigate constructability and maintenance concerns as part of the Functional Design Plans development per the PDN; proactively assess risk factors; oversight and review of the Traffic Management Plans (TMPs); and Project Teams associated with Alternative Delivery Contracts. Forecast the cause and effect of implementing Alternative Technical Concepts related to the Request for Proposal (RFPs), project cost, and construction timing.

Lead the Technical Team in providing exceptional customer service to internal and external customers by exercising effective listening skills, providing prompt responses and technical expertise, maintaining complete and accurate documentation, justification of prioritization, and communicating effectively. Take a multi-modal approach to all safety & work zone technical design concepts and initiatives, including highways, arterials, transit, vulnerable road users, freight, aeronautics, and rail.

Conduct and/or review complex technical studies/analyses to identify Safety and Work Zone needs, opportunities, priorities, and appropriate remedies. Safety & Work Zone technical studies involve collecting and analyzing data on traffic incidents, roadway conditions and congestion, use of safety & work zone devices, smart work zone initiatives and best practices, and user behavior to identify human factors related to information dissemination and crash mitigation. Develop effective countermeasures to reduce traffic-related fatalities and injuries, improve infrastructure safety, and promote safe travel behaviors. Recommend data-driven decisions that improve safety, travel reliability, and reduce congestion.

Guide the development and implementation of revisions to specifications, standards, policies, procedures, and guidelines related to safety & work zone planning, programming, and design needs to ensure statewide consistency. Perform technical investigations and research of safety & work zone components for complex projects having the

highest degree of risk. Remain cognizant of federal and state legislation that may impact the development and implementation of safety & work zone initiatives. Drive innovation to generate safer transportation facilities through safety & work zone technology. Assist with the review of department guidelines and project deployments ensuring the integration of statutory and regulatory requirements into all safety & work zone elements and tasks.

Remain current on national best practices related to TDOT Safety guidelines, American Association of State Highway and Transportation Officials (AASHTO), Federal Highway Administration (FHWA), local and state officials, ITS America, Transportation Research Board (TRB) National Cooperative Highway Research Program (NCHRP), National Operations Center of Excellence (NOCoe) and other applicable Department standards and procedures. Represent the department on safety & work zone initiatives, committees, conferences, and meetings. Incorporate safety & work zone research, evaluations, and implementation of emerging technologies into projects that improve program, planning, and designs that reduce congestion and improve travel reliability. Evaluate and implement innovative design trends, including advancements with connected and automated vehicles, managed and choice lanes, smart work zone technology, complete streets, mobility-as-a-service (MaaS), mobility-on-demand (MOD), artificial intelligence, and drone technology as potential applications for safety & work zone needs.

Provide oversight in the development of Safety & Work Zone technical program planning and design deliverables to ensure they are predictable, repeatable, and understood by the end user, providing consistently high levels of achievement, mitigation of risk, and an established track record of success.

Qualifications

- Bachelor's degree
- 5 years of demonstrated competency in developing, designing, or managing transportation projects

Ideal Candidate

The Technical Team Lead enhances the operational efficiency of the transportation system through natural collaboration with the Regions and various stakeholders, seeking innovative ideas and solutions. This role requires aligning Safety & Work Zone programming, planning, and designs with stakeholders' needs. The Technical Team Lead motivates and inspires others, fostering a culture of collaboration and continuous improvement. They are knowledgeable about emerging technology, customer needs and expectations, operational plans, and Safety & Work Zone programs. Quickly adapting to various challenges, this Team Lead is detail-oriented and has communication skills to develop solutions to ensure traffic moves safely and reliably.