

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 Intern
Bureau Chief Engineering
Location: Nashville, TN
Compensation: \$22.00/hourly

Overview

The Tennessee Department of Transportation is currently hiring student interns, located in downtown Nashville, TN. TDOT is seeking an intern to explore National Environmental Policy Act (NEPA) Assignment and develop a comprehensive white paper outlining implementation options. The department has previously sought additional delegated authority from federal partners but has not pursued full NEPA Assignment. This project will evaluate whether TDOT should explore assuming full or partial NEPA Assignment and the potential impacts on departmental operations.

Responsibilities

- Investigate TDOT's NEPA activities and engage Environmental Division staff to understand policies, procedures, and operations.
- Review NEPA statute, related CFR regulations, TDOT's Stewardship & Oversight Agreement (S&O), and relevant Tennessee codes/regulations.
- Compile findings into a white paper including a literature review and analysis of peer states' NEPA approaches and experiences with NEPA Assignment.
- Learn and leverage LexisNexis and other research platforms to source authoritative legal, regulatory, and policy materials.
- Develop a strategic action plan recommending an implementation path for NEPA Assignment (full delegation, limited delegation, or continued federal oversight), informed by peer-state lessons learned.
- Other duties will be assigned as necessary.

Minimum Qualifications

- Engineering, Political Science, Communications, or Pre-Law major required
- Junior, or Senior Class Status required as of May 2026 OR recent Graduate as of Spring 2025.
- Legally authorized to work in the U.S.
- Legal research, creative problem solving, communication, time management, critical thinking skills preferred.

To be considered for this position, please visit the [TDOT Summer Internship Program](#) website and submit an application..

Please attach a two (2) page maximum résumé and a transcript to your application.

Pursuant to the State of Tennessee's Workplace Discrimination and Harassment policy, the State is firmly committed to the principle of fair and equal employment opportunities for its citizens and strives to protect the rights and opportunities of all people to seek, obtain, and hold employment without being subjected to illegal discrimination and harassment in the workplace. It is the State's policy to provide an environment free of discrimination and harassment of an individual because of that person's race, color, national origin, age (40 and over), sex, pregnancy, religion, creed, disability, veteran's status or any other category protected by state and/or federal civil rights laws.