

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.



Assistant Chief Engineer of Program Delivery

Nashville, TN
\$180,000 annually

Overview

This position is responsible for the professional, managerial, and supervisory organization for Program Delivery, which includes Project Management, Professional Services, Program Development & Administration, and Asset Management Divisions. Working under the direction of the Chief Engineer, an employee in this executive service classification will oversee program directors whose teams are critical to the success of the overall program delivery and have a significant impact upon the achievement of the strategic goals of the Department. TDOT's Statewide program is made up of new construction and maintenance projects totaling approximately \$1B per year.

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.

Essential Job Duties

Leads the Divisions in exploration and implementation of emerging technologies that improve efficiency, effectiveness, reliability, and safety of TDOT's transportation network.

Creates a culture of accomplishment by communicating expectations, assisting the Divisions in establishing measurable goals, ensuring the necessary tools required for the Divisions to achieve its goals are available, and celebrating the achievement of goals with staff.

Provides leadership, vision, and strategic planning for operations and services as they relate to program management, project management, professional services, program administration, performance management, and asset management.

Develops and ensures implementation of statewide technical policies, processes, procedures and performance measures for the Divisions and Regions.

Provides administrative oversight for the development of division budgets using data driven methodology for allocating funding to ensure the department meets or exceeds set performance expectations.

Manages resources for the Divisions, allowing for the Divisions to perform their roles effectively and efficiently, optimizing the team's ability to successfully address unanticipated challenges.

Serves as a liaison for the Regions, other government agencies, and external stakeholders by effectively communicating policy level direction to resolve issues requiring technical interpretation, technical implementation, possible statewide precedence, financial compensation, and interpretation of federal and state statutes.

Builds a culture of continuous learning by leading the development of a succession planning process for the Divisions that recruits staff, develops leaders both functionally and culturally, and ensures continuity of critical roles and employee retention.

Champions peer exchanges and foster internal/external partner collaboration to share ideas, skills, and insights to obtain departmental efficiencies.

Mentors staff in the areas of leadership, professional conduct, emotional intelligence, and teamwork.

Qualifications

Education and Experience:

1. A Bachelor's degree in Civil Engineering
2. Licensed PE in Civil Engineering
3. 15 Years of Demonstrated Competency in civil engineering, construction, transportation asset preservation, and project management oversight, including at least 5 years of management experience and 2 years supervising professional and engineering staff

Knowledge, Skills, Abilities, Competencies, and Tools

- 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
- 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

Compensation and Benefits

Salary is commensurate with education and experience. Online resources for the State of Tennessee benefits can be found at:

<https://www.tn.gov/partnersforhealth/publications/publications.html>

<https://www.tn.gov/hr/employees1/benefits.html>

<https://treasury.tn.gov/Retirement/Retire-Ready-Tennessee/for-State-Employees>

Application for the Assistant Chief Engineer of Program Delivery 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 by **November 30, 2022**.