**CHIEF ENGINEER / DEPUTY DIRECTOR FOR COMPLETE STREETS**

**DEPARTMENT OF TRANSPORATION**

**SALARY RANGE: $123,732- $204,246​**

**CLOSING DATE: December 27, 2023**

**AGENCY OVERVIEW**

The Baltimore City Department of Transportation (DOT) is searching for a Chief Engineer and Deputy Director for Complete Streets. DOT is responsible for the planning, design, building and maintenance of 2,000 miles of roadways; 7 miles of interstate highways; 298 bridges and culverts; 3,600 miles of sidewalks, curbing and gutters; 456 miles of alleys; 72,000 streetlights; 1,300 signalized intersections; and 250,000 traffic and informational signs within the City of Baltimore. Additionally, DOT leadership coordinates regularly with the Maryland Department of Transportation on transit supportive infrastructure, major collaborative projects, and state and federal funding for roadway and bridge projects within the City of Baltimore. All Departmental activities are focused on re-envisioning and altering public rights of way to better serve all neighborhoods, all roadway users, and to ensure equitable investment across the City.

**ESSENTIAL DUTIES AND RESPONSIBILITIES**

The Chief Engineer and Deputy Director for Complete Streets:

* Oversees and manages the Transportation Engineering and Construction (TEC), ADA Compliance, Traffic which includes the Automated Traffic Enforcement Violation System team, and Conduit Divisions.
* Supports a positive workplace culture and develops a sense of belonging for employees.
* Collaborates with Agency Director and senior staff to improve project management and delivery, strategic planning, and intermodal asset management initiatives. Coordinates across DOT to improve interdisciplinary communications and business practices by seeking operational efficiencies across all divisions.
* Prioritizes emphasis on implementing Complete Streets design and engineering concepts across the City to ensure alignment on key projects including roadway improvements, ITS, transportation safety, bicycle and pedestrian, and other transportation- and mobility- related initiatives.
* Directs the collection and regular analysis of statistical data in all engineering, construction, and traffic projects to predict trends, patterns, and measure activity against best practices in traffic management, transportation engineering, and construction management.
* Coordinates with Division Chiefs to evaluate human resources needs and actions, resource management, and effective oversight of consultants and contractual agreements with third parties. Reviews and approves budgets, collaborates with leadership and staff to develop the annual Capital Improvement Plan (capital budget), and works with Agency Director and Chief Fiscal Officer to allocate resources across divisions, using an equity lens for project prioritization.
* Coordinates with other departments, private developers, and public utilities to ensure proper synchronization of projects and to minimize impacts to transportation corridors.
* Develops, evaluates, and implements new or revised programs, policies, procedures, and goals to meet safety issues, ensure compliance with state and federal requirements, meet performance measures, and improve overall effectiveness.
* Ensures performance management, coaching, mentoring and development of team members through established HR processes, and existing or new training programs.
* Assesses organizational structure and manages workforce needs including staffing evaluations, hiring supplemental staff, implementing succession planning, developing staffing contingencies, and documenting work processes.
* Models effective interpersonal, communication and leadership skills through active listening, managing conflict with composure, demonstrating professionalism, taking accountability, and practicing adaptability.
* Compiles, analyzes, and prepares a variety of statements and reports for state, special, private, or federally funded programs for use in financial, budget, and personnel management.
* Analyzes pertinent legislation and state/federal regulations to anticipate the effect on the agency's operations.
* Coordinates regularly with the Maryland Department of Transportation (MDOT), State Highway Administration (SHA), Maryland Transit Administration (MTA), Federal Highway Administration (FHWA) and Federal Transit Administration (FTA) to advocate for policy and funding priorities that will benefit DOT and the City of Baltimore.
* Represents Agency/Director at meetings, conferences, and community engagement meetings with senior staff and representatives of other agencies, as well as serves on committees and boards. Responds to requests from the Mayor’s Office and the City Council. Prepares project and program information for the Director and the Mayor’s Office for use with the public, media, and legislature.

**REQUIRED KNOWLEDGE, SKILLS AND RESPONSIBILITIES**

* Possess highly effective oral and written communications skills appropriate for diverse individuals and audiences.
* Be able to work independently and remain self-motivated.
* Be a team builder, strong collaborator and problem solver able to develop solutions in a fast-paced environment.
* Have strong program management, project management, and relationship-building skills.

**EDUCATION AND EXPERIENCE REQUIREMENTS**

* Master’s degree from an accredited college or university,
* Have ten (10) years of experience managing engineering projects as a licensed professional engineer and a minimum of five (5) years directly supervising senior engineers, junior engineers, and engineering technicians.

**APPLY HERE:**

[The City of Baltimore Job Opportunities (myworkdayjobs.com)](https://baltimorecity.wd1.myworkdayjobs.com/en-US/External/details/Chief--Engineer-and-Deputy-Director-for-complete-streets--Operations-Director-II---Department-of-Transportation_R0004152?q=Chief%20Engineer)

**NOTE: Consideration may be given to a combination of experience and/or education. This position reports directly to the Director of Transportation and will have frequent contact with the Agency Leadership, the Mayor’s Office, members of City Council, transportation agency partners at the regional, state, and federal levels, and other stakeholders including coordination of planning, development, and utilities. This is a benefited, at-will position serving at the pleasure of the Director of Transportation.**

**Relocation expenses not covered.**

**NOTE: Those who are under final consideration for appointment will be required to authorize the release of criminal conviction information**.

**BALTIMORE CITY IS AN EQUAL OPPORTUNITY EMPLOYER**