

A national search is underway for a

Director – Nashville Department of Transportation and Multimodal Infrastructure

Metropolitan Government of Nashville & Davidson County



NASHVILLE, TENNESSEE

Metro Nashville

Metro Nashville Government is an employer of choice with over 11,000 employees in one of the most exciting cities in our nation. Nashville is a thriving, vibrant city in an enormous growth period. It's the capital of Tennessee, the county seat of Davidson County, and the state's largest city. At a current population of 712,000 residents, Nashville is the 23rd largest city in the United States. Nashville is a destination for domestic and international large scale corporate expansion and relocation. Between the booming economy, vibrant cultural life, unique neighborhoods, and great people working to make the city even greater, Nashville is well-positioned to maintain its success as a first-class U.S. city and ascend even further.

Nashville is a place that understands its past and eagerly anticipates its future. One of the most popular tourist destinations in the country, visitors come to learn about country music and civil rights history while enjoying great restaurants, museums, and of course, live music. Residents enjoy the neighborhoods, abundant parks and green space, great schools, and an eclectic mix of small businesses. There is truly something for everyone in Nashville.

Nashville is a diverse and international city that includes a large and prominent African American community as well as significant Latino, Kurdish, Middle Eastern, and African communities. Students from more than 130 countries are educated in Metro Nashville Public Schools, and Nashville is the proud home to multiple historically Black colleges and universities including Tennessee State University, Fisk University, and Meharry Medical College. Known as the "Athens of the South," Nashville is also home to top higher education institutions including Vanderbilt University and Belmont University.

As the state's capital, Nashville is home to the state government. It's also home to the Tennessee Titans, Nashville SC soccer team, and the Nashville Predators. Health care, tech, and higher education dominate the industry here with major employers including Vanderbilt University Medical Center, HCA Health, Bridgestone North America, and Asurion. Oracle recently announced its plans to relocate its Global Headquarters to Nashville.

Governing Structure

Metro Nashville has a "strong mayor" form of municipal government, in which the elected mayor is the city's chief executive and is independent of the council.

Both the Mayor and Metro Council Members are elected every four years during non-partisan elections. City operations are handled by executive departments that report to the Mayor, as well as elected officials and appointed boards, commissions & agencies. Coordination with the Mayor as well as Metro Council is ongoing and a regular part of managing department activities.



The Position

The Metropolitan Government of Nashville and Davidson County is seeking a Director of the Nashville Department of Transportation and Multimodal Infrastructure (NDOT) to lead our multimodal network and serve as key member of Metro Nashville's leadership team as a direct report to the Mayor. Following a period of intense regional growth, Nashville is now hyper focused on strengthening, modernizing, and investing in our infrastructure. The Director will guide NDOT's strategic priorities while prioritizing Nashville's adopted key transportation values: safety, connectivity, choice, prosperity, wellbeing, stewardship, equity, and regionalism.

We are seeking an experienced senior executive to set the strategic vision for and lead NDOT, which has managed Metro Nashville's transportation network since its establishment in 2021. In particular, Nashville is in midst of implementing Choose How You Move (CHYM), a multi-agency historic investment in our transportation and transit infrastructure, and we are looking for a dynamic leader to help shape the future of our community and invest in our team. As a key implementation partner for CHYM, you will be responsible for leading the NDOT team through the delivery phase of a generational investment in transportation infrastructure. To meet this challenge, we are looking for a professional with extensive capital project delivery experience who can help supercharge our efforts for Nashvillians while guiding essential department strategy and functions across operations, engineering, development services, regulatory and compliance, community engagement, communications, and overall administration. Success will be measured in sidewalk miles built, signals installed, Vision Zero safety projects completed, potholes filled, and permitting turnaround times, among other key milestones. We are in a new era of delivery for NDOT, and the next Director will be responsible for leading this organization through significant evolution and collaboration. This will require a strong and collaborative organizational leader who can communicate effectively and help build and strengthen the institution for growth to come. Success in this role will require strong partnerships with the Mayor's Office, fellow Metro Nashville department leadership and intergovernmental partners, including Metro Council, and our state and federal partners.

NDOT delivers a range of services, and nearly 400 employees work around the clock to ensure a multimodal system that offers choice and better connects neighborhoods, residents, businesses and visitors to the place that they need and want to go to safely. NDOT employees are responsible for over 2,200 miles of public roadways and rights-of-way, over 6,000 streets, over 300 bridges, 835 traffic signals and over 1,200 miles of bike/sidewalk lanes and much more. In this role, you will have the opportunity to lead a team of hard-working, dedicated people who take pride in their jobs and in their city. You will be expected to lead, mentor and develop a high performing team, while fostering innovation and collaboration across Metro Nashville.



Nashville Department of Transportation and Multimodal Infrastructure

The [Nashville Department of Transportation and Multimodal Infrastructure](#) (NDOT) is a dynamic and mission-driven organization dedicated to building and managing a safe, reliable, and sustainable transportation network across Nashville and Davidson County. From maintaining streets and bridges to enhancing multimodal choices like walking, biking, transit, and traffic management, they play a central role in shaping how people move throughout one of the fastest-growing urban regions in the United States.

NDOT's work supports vibrant, connected communities by improving roadway safety, advancing innovative planning initiatives, and delivering infrastructure projects that elevate the quality of life for residents, businesses, and visitors alike. NDOT leads efforts to modernize transportation systems, including strategic sidewalk and bikeway investments, smart traffic operations, and forward-looking programs that balance mobility, sustainability, and economic prosperity.

At NDOT, employees contribute to meaningful outcomes like reducing congestion and enhancing traffic flow to ensure safe streets for all users and help transform Nashville's transportation landscape today and for future generations.



Choose How You Move

[Choose How You Move \(CHYM\)](#) is Nashville's voter-approved transportation improvement program, funded by a dedicated 1/2-cent sales surcharge. For the first time in the city's history, this provides a stable, long-term source of funding to deliver transportation improvements at scale—focused on what matters most: sidewalks, signals, service, and safety. The program will replace traffic signal technology at nearly 600 intersections, adds 24/7/365 transit service, builds 54 miles of All-Access Corridors, providing more frequent, reliable, and accessible transit service and constructs 86 miles of sidewalks. CHYM is being implemented by the Chief Program Office in the Mayor's Office, and NDOT serves as a key implementation partner.

Department Plans, Programs, and Divisions

Key Department Plans

- [Access Nashville 20240 and Major and Collector Street Plan](#)
 - Collaboratively developed and implemented with the Nashville Planning Department and WeGo Public Transit, these plans guide public and private street investments foundational to NashvilleNext's land use and transportation vision. Tremendous community engagement during this process and subsequent planning efforts were building blocks for Choose How You Move program implementation.
- [nMotion Transit Plan](#)
 - WeGo Public Transit built upon NashvilleNext with partners at NDOT and Planning to develop a framework for local and regional transit service expansion. Connecting transit service improvements to city capital projects implemented by NDOT is critical to regional success.
- [WalknBike Plan](#)
 - Built on NashvilleNext and nMotion, this plan was developed to ensure the Nashville bicycle and pedestrian system will be a network of high-quality, comfortable, safe sidewalks and bikeways, connecting people to opportunity. The system, inclusive to users of all ages and abilities, will promote and encourage safety, health, education, and active transportation. Select sidewalks and complete streets identified in WalknBike are funded through Choose How You Move.
- [Connect Downtown](#)
 - Connect Downtown is a joint project of NDOT, WeGo Public Transit, the Nashville Downtown Partnership, and the Tennessee Department of Transportation to improve mobility and address traffic congestion in the downtown core.
- [Imagine East Bank Vision Plan](#)
 - The East Bank Development was born out of a two-year community visioning process led by the Nashville Planning Department called Imagine East Bank and identifies a strong transit spine and supporting multimodal street network aligned with Choose How You Move implementation.
- 3MP Plan (Multimodal Mobility Master Plan)
 - NDOT staff is performing a technical evaluation to all multimodal transportation plans based on an updated transit plan (WeGo Forward), updated Streets plan (incorporating and re-aligning all prior mode-specific plans), and updated project priorities (integrating with and complimenting Choose How You Move).



Key Department Programs and Divisions

- [Vision Zero](#)
 - The goal of Vision Zero is to eliminate fatalities and serious injuries on Metro Nashville roads. The initiative emphasizes safer infrastructure, responsible behavior, and collective action to create a future where no one loses their life on our roads. Everyone in the community is encouraged to take the Vision Zero pledge and work together to make the roads safer for all.
- Capital Projects
 - The oversight, management, and implementation of stand-alone Metro funded capital improvement projects, locally managed state/federal grant funded projects, and joint implementation of Choose How You Move projects are critical to the department's success and ensuring Nashville can manage its growth challenges. This portion of NDOT's work needs a strong foundation for future expansion enabled by Choose How You Move.
- Development Services
 - Private development must comply with Metro Nashville policies and reflect, as enabled by Metro Code, envisioned street development. Developments are jointly reviewed with the Nashville Planning Department, Codes and Building Safety, Metro Water Services, and when appropriate by WeGo Public Transit and Choose How You Move ensuring private development does not hinder future street improvements, complies with standards and specifications, and incorporates national engineering best practices.
- [Right of Way Maintenance](#)
 - NDOT maintains over 2,200 miles of right-of-way. This includes cleaning of alleys, mowing rights-of-way, brush and yard waste collection, litter removal, street and bike lane sweeping, and snow removal.
- Traffic and Parking
 - The traffic and parking management groups design all markings, signs and traffic signals, operate the signal system and newer Traffic Management Center, manage parking resources and Metro-owned parking garages and administering parking permits. They serve as staff to the Traffic and Parking Commission and assist the Neighborhood Traffic Calming Program.
- Transportation Licensing
 - Regulates through the Transportation Licensing Commission towing, taxi, shared urban mobility devices, entertainment vehicles, and similar permitting.
- Nashville Connector [Transportation Demand Management](#)
 - The Transportation Demand Management Program works to maximize the transportation system efficiently by encouraging and educating the community about the region's sustainable modes of travel to reduce traffic congestion, greenhouse gas emissions, and vehicle miles traveled.



Essential Position Functions

- Leads all the various services within the department, including:
 - A departmental strategy aligned with mayoral priorities and adopted key transportation values;
 - Delivery of transportation-related projects efficiently, on time, within budget, and to standard;
 - Planning that affirms adopted community and transportation values and collaboratively proposes multimodal transportation solutions across all modes;
 - Design that implements national best practices and standards (e.g., NACTO) and collaboratively solves multimodal transportation issues aligned with our community values; and,
 - The operations and maintenance of streets, sidewalks, bikeways, on-street parking and associated assets, as well as regulation and enforcement activities in the right-of-way.
- Communicates the mission, vision, and strategic goals of the Nashville Department of Transportation to staff, Metro, constituents, and all partners and stakeholders.
- Administers the department budget, including securing the funding of projects from a myriad of local, state, and federal sources, in coordination with the Finance Department.
- Manages, mentors, and develops staff, including professional engineers and field operators. Works to build capacity and strengthen internal resources to further insource capital delivery and other operational and delivery capabilities.
- Drives forward the pursuit of key policies, including Complete Streets and Vision Zero, including engagement of relevant Metro Nashville commissions and committees while ensuring successful understanding of stakeholder roles and professional relationship-building.
- Leads and engages staff in on-going strategic studies and plan development, such as traffic analysis, multimodal improvements, design review and system analysis.
- Leads emergency preparedness and response efforts across NDOT, supporting EOC activations as appropriate.
- Embodies best practices for public engagement, including leading and attending meetings with public officials and citizens.
- Builds and maintains strong community relationships, including with elected officials, organizational partners, and members of the public. Serves as a trusted representative of Metro Nashville and represents NDOT well publicly.
- Develops and implements departmental policies, procedures, rules, regulations, and work methods.

Qualifications

- Bachelor's degree in business, public administration, urban planning, engineering, or related field. An advanced degree in a related field is preferred.
- At least ten (10) years of industrial, municipal, or transportation experience with a particular focus on delivery of capital projects at the local level.

NOTE: Per Metro Ordinance NO. SO94-1078. All employees of the Metropolitan Government shall be residents of the State of Tennessee or become residents of the state within six (6) months of employment as a prerequisite to employment with the Metropolitan Government.

The Ideal Candidate

The ideal candidate will possess preferred experience, knowledge, skills, and abilities as follows:

- Previous experience in senior transportation leadership and capital project delivery in a large metropolitan city, with a population of at least 700,000 people and sustained growth.
- Demonstrated ability to lead, mentor, and hold teams accountable while fostering professional growth, collaboration, and a strong team culture that values interdepartmental partnership.
- Recognized national presence in multimodal sector, including expertise in city transportation best practices.
- Demonstrated executive level judgement, including in areas of financial stewardship, crisis management, and risk mitigation.
- Understanding of federal, state, and local interactions needed to successfully deliver large complex projects, and experience working with federal and state entities.
- Demonstrated commitment to transparency and accountability, and skilled communicator.

Compensation

Salary range for this position is \$200,000 - \$270,000 annually, with placement within the range depending on qualifications and experience. Compensation will be augmented by an excellent [benefits package](#) which includes a [service pension plan](#).

Metro Nashville is fully committed to equal employment opportunity for all employees and applicants for employment without regard to race, color, religion, creed, national origin, ancestry, sex, sexual orientation, age, disability, predisposing genetic characteristic, gender identity and expression, pregnancy, veteran, or military status, marital/familial/partnership/caregiver status, status as a victim of domestic violence, stalking and/or sex offenses, or any legally protected basis.

To be Considered

Applicants must complete an online application at: <https://www.governmentjobs.com/careers/nashville/jobs/2032251/director-of-the-nashville-department-of-transportation-and-multimodal-infrastructure> by April 26, 2026. Resumes should be attached but will not be accepted in lieu of the online application.

Confidential inquiries regarding this career opportunity should be directed to:

Lisa Mason, Manager of Talent Acquisition and Training
Metro Nashville Government, Department of Human Resources
lisa.mason@nashville.gov or 615-862-6631



Nashville Metro is an equal opportunity employer that values diversity at all levels. All individuals, regardless of personal characteristics, are encouraged to apply.

Requests for ADA accommodation for the recruitment process should be directed to Human Resources at (615)862-6640.

