



Jefferson County Commission in Alabama is currently seeking an experienced professional to serve as the

# Deputy Director of Roads & Transportation



[www.jccal.org](http://www.jccal.org)



## ABOUT JEFFERSON COUNTY & GREATER BIRMINGHAM

### *A Vibrant Place to Celebrate & Call Home*

Jefferson County, a centrally located and beautiful region nestled in the rolling foothills of the Appalachian Mountains is the most populous county in the state, with a population of 658,466. Its county seat, Birmingham, is a wonderfully diverse city with many rich ethnic backgrounds. The metropolitan area features something for everyone – it is young, traditional, vibrant, friendly, cultured, and complex!

### Sweet Home Alabama - Exceptional Opportunities for Everyone

Jefferson County is home to nationally recognized dining, world-class attractions, parks, events, and other activities to see and do. In 2016, the Travel Channel heralded Birmingham as one of the next 11 Great Travel Destinations. Zagat recently ranked Birmingham number one on the list of America's Next Hot Food Cities. You can enjoy asparagus salad with roasted pecan dressing at an elegant restaurant for lunch, and look forward to dinner at a "meat-and-three" serving country-fried steak, collard greens, butter beans and cornbread. Jefferson County's residents can walk the trails of Ruffner Mountain, the second largest urban nature Preserve in the country, frequent the new Uptown entertainment district, sample wine made from local fruit along the local Wine Trail, visit the Civil Rights District, tour the Barber Vintage Motorsports Museum, and visit the nationally acclaimed Alabama Symphony.

The Jefferson County and Birmingham region continues to grow more sophisticated and exude classic southern charm and hospitality. It is one of the 60 largest metropolitan areas in the country and is a wonderful place to live, work, do business, and play! In fact, Birmingham landed the number one spot on Forbes 2015 list of America's Most Affordable Cities.

### The Heart of Diversity in the Nation

It is diversity that many believe to be Jefferson County's greatest strength and strongest appeal. With Birmingham's role in the Civil Rights movement in the 1960's, this region has blossomed into an area that embraces, values, and celebrates diversity. Residents have an appreciation for progress and cultures, all being a unique part of the charm and character that makes this such a lively and special community. The region's low cost of living, coupled with a high quality of life have created a great place to work, play, and raise a family!



## OUR FORM OF GOVERNMENT



### Economic Prosperity, World Class Universities, Research and Healthcare Options

There's an excitement about Jefferson County. This thriving metropolitan region encourages the innovative spirit of progress and expansion, driving the region's economic growth. Community partnerships align efforts to foster job creation and bolster the region's competitiveness as a desirable location with a high quality of life.

Vibrant banking and education institutions are driving forces in the metro economy. Jefferson County is home to one of the largest banking centers in the southeast, and the University of Alabama at Birmingham ranks in the top 15% of all universities worldwide.

### A Partnership of Elected Commissioners and the County Manager

The County Commission is the governing body of Jefferson County with five Commissioners elected from districts for concurrent, four-year terms. Jefferson County's daily administration of county government is managed by a County Manager.

# County Services

Jefferson County provides vital services to the residents of the county through over 2,000 employees in 26 departments including Finance, Roads and Transportation, Information Technology, Human Resources, Development Services, Environmental Services, Tax Assessor, Tax Collector, Board of Equalization, Cooper Green Mercy Health Services, plus more. Our diverse group of employees utilizes their knowledge, skills and abilities by working together to provide quality and effective public services to our residents to ensure needs are met. Jefferson County contributes to and strengthens the quality of life of its residents for more economic prosperity!

# Candidate Profile

The Deputy Director of Roads and Transportation directs the day-to-day roads and transportation operations, including construction and maintenance of bridges, repairs to guardrails, maintenance of county vehicles, acquiring property, installing and maintaining signage, planning roadways, bridges, and drainage structures, coordinating funding and disseminating resources to meet strategic objectives, and developing policy guidance within the Department. This individual directs the functional areas or operations of Roads and Transportation, ensures that employees have the necessary resources to accomplish goals, and assists the Director of Roads and Transportation in the execution of his/her authority in planning, organizing, directing, and evaluating the activities of the Roads and Transportation Department.

## Roads and Transportation Department

The Roads and Transportation Department is responsible for serving the needs of the traveling public of Jefferson County through the following:

- Planning, designing, constructing and maintaining roads and bridges along the county right of way
- Maintain and repair all county fleet vehicles at two maintenance shops
- Surveying and road layout services
- Acquiring property and right-of-way easements in the county
- Installing and maintenance of signage for all county roads
- Striping, traffic signal and road marker maintenance
- Planning and designing roadways, bridges, and drainage structures in coordination with the Alabama Department of Transportation

The Roads and Transportation Department maintains roughly:

- 1,900 miles of County roads
- 310 bridges
- 11,500 drainage culvert crossings
- 41,500 traffic signs
- 434 traffic signals
- 5,100 acres of roadway to mow and or clear

With a staff of over 200 employees, the Roads and Transportation Department has an annual operating and maintenance requirement of over \$30 million and a paving goal of 150 miles per year.

## Excellent & Highly Competitive Benefits

- General Retirement System (Pension) enrollment
- Comprehensive medical benefits with low copays, low deductibles, and high levels of coverage after 30 days of employment
- NEW! Single+1 health care option
- Dental and Vision insurance plans after 30 days of employment
- Term Life Insurance and Voluntary Accidental Death & Dismemberment Insurance for self and dependents
- Paid vacation, paid sick leave, and paid holidays
- Deferred Compensation

## Compensation

The anticipated hiring range upon starting this position will be \$106,405.00 to \$134,939.00 dependent upon qualifications and experience.



# DEPUTY DIRECTOR OF ROADS & TRANSPORTATION

## JEFFERSON COUNTY COMMISSION

**THE IDEAL CANDIDATE MUST MEET THE FOLLOWING EDUCATION, EXPERIENCE AND MINIMUM QUALIFICATIONS:**

### **Degree Requirements**

The Deputy Director of Roads & Transportation will hold a degree in Civil Engineering (CE) and will be licensed within the state of Alabama (or, if possesses an out of state license, able to be licensed in Alabama within six months).

### **Specific Experience**

- Have held a role with progressive exposure to roads and transportation-related activities
- Have held a managerial role within a roads and transportation function

### **Experience managing a work team or unit**

- Managed a work team or unit (8 or more people)
- Experience as a manager (i.e., supervisory experience)
- Responsible for setting goals and making key decisions at a team or unit level
- Worked with a budget for a team or unit
- Responsible for evaluating the performance of those within a team or unit

### **Experience supporting the implementation and monitoring of work unit strategy**

- Contributed to a concrete substantial change effort
- Supported the development and implementation of a strategic initiative
- Responsible for managing and delivering results on a high level project at the team or unit level (i.e., more than individual level objectives)

### **Experience interacting with key internal and external stakeholders**

- Experience working in a high stress environment involving multiple constituents
- Responsible for a team or unit that delivers services to internal and external customers
- Held roles involving forging positive interpersonal working relationships
- Responsible for the development and growth of multiple others (e.g., coaching activities, formal mentoring)
- Responsible for delivering complex communications to multiple parties (verbal and/or written)

### **Experience working in environments that require adherence to high professional and ethical standards**

- Exposure to essential work tasks and/or processes in non-profit or government, or in a private organization that has constraints resembling those in the public sector

### **Preferred Experience and Background**

- Engaged in concrete personal development activities (e.g., formal programs, taking on stretch assignments, integrating a development plan in to daily activities)
- Held roles in which they have delegated important responsibilities to others
- Responsible for guiding the implementation of an innovative solution (e.g., organizational process, product)
- Held roles in which they were responsible for resolving conflicts and driving consensus
- Responsible for completing a negotiation at work
- Demonstrates a track record of ethical professional behavior
- Demonstrates a track record of understanding and respecting the practices, customs, and values of people from different backgrounds, perspectives, and cultures

## APPLICATION & SELECTION PROCESS

Qualified applicants should submit applications and resumes online by visiting [www.jobsquest.org](http://www.jobsquest.org) or <http://www.pbjcaljobs.org/postings/67686>. It is requested that applicants submit applications by October 27, 2017. Applications will be screened against criteria provided above. The Jefferson County Human Resources Department has tentatively scheduled a full-day Assessment Center on November 15, 2017 for those named as finalists. For more information, please contact Britney Sudana at [sudanab@jccal.org](mailto:sudanab@jccal.org) or 205-582-6590, or Terria McDonald at [Terria.McDonald@pbjcal.org](mailto:Terria.McDonald@pbjcal.org) or 205-279-3514.

