

TAMPA HILLSBOROUGH **EXPRESSWAY** AUTHORITY



Director of Engineering and Operations

The Tampa Hillsborough Expressway Authority (THEA) is recruiting an engineering and operations professional with an innovative spirit, a positive attitude, and the ability to lead with strength and enthusiasm.

About THEA

THEA was established by the Florida Legislature in 1963 as a transportation entity to efficiently and effectively fund and construct roadway infrastructure projects. Since then, THEA has led the charge in state-of-the-art transportation options on a local and national level.

In 2014, the state of Florida passed legislation giving THEA the ability to offer services to counties surrounding Hillsborough County, including Hardee, Manatee, Pasco, Pinellas, and Polk. Just as THEA is a strong partner in providing innovative transportation solutions within Hillsborough County, we are committed to doing the same with these neighboring counties. Today, THEA has the ability to impact and shape local and regional mobility like never before.

As an independent agency of the state, THEA owns, maintains, and operates four facilities within Hillsborough County: the Selmon Expressway, the Brandon Parkway, Meridian Avenue, and the Selmon Greenway. The agency is focused on driving innovation and improving mobility and safety throughout the Tampa Bay region.



Selmon Reversible Express Lanes

THEA partners with community organizations on everything from beautification to economic development to education and is

committed to enhancing the community and activating urban spaces.

THEA constructed the Selmon Greenway, a 1.7-mile multi-use trail that runs east-west under the Selmon Expressway through downtown Tampa and connects with the City's Riverwalk and the Meridian Trail. Along the Selmon Greenway, THEA has built a series of pocket parks with landscaping, benches, and artwork that enhance downtown Tampa's aesthetics. One such park is the award-winning Deputy Kotfila Memorial Dog Park.



Selmon Greenway

In 2006, THEA completed the Selmon Expressway's Reversible Express Lanes (REL) with all-electronic tolling. The REL was the world's first reversible, all-electronic, elevated express lane project.





As part of its innovation culture, in 2015 THEA was awarded one of three USDOT Connected Vehicle Pilot Deployment Program projects totaling \$22 million after competing against 57 other applications.

The Tampa Connected Vehicle Pilot equipped

buses, streetcars, and privately-owned vehicles with connected vehicle technology, enabling them to communicate vital information with each other and elements of the transportation infrastructure. Drivers, transit riders, and pedestrians in the connected vehicle environment benefit from a range of safety and mobility improvements with real-time safety information provided in their vehicles.

Currently, the THEA CV Pilot is the only site operational and generating data for the USDOT. The CV Pilot allowed THEA to work with the private sector and public partners to make the roadway safer. In October 2019, Intelligent Transportation Systems (ITS) World Congress placed the THEA CV Pilot project into the ITS World Congress Hall of Fame as the North American entrant for 2019.

In April of 2021, THEA opened the Selmon West Extension, an elevated 1.9-mile toll lane, providing a seamless connection and a safe transportation option for drivers traveling from Brandon to Pinellas County. Construction of the \$230 million project began in December 2017 and opened to traffic on April 19, 2021.

Over the next ten years, THEA anticipates approximately \$1 billion in capital work. THEA's current six-year work program totals more than \$800 million.

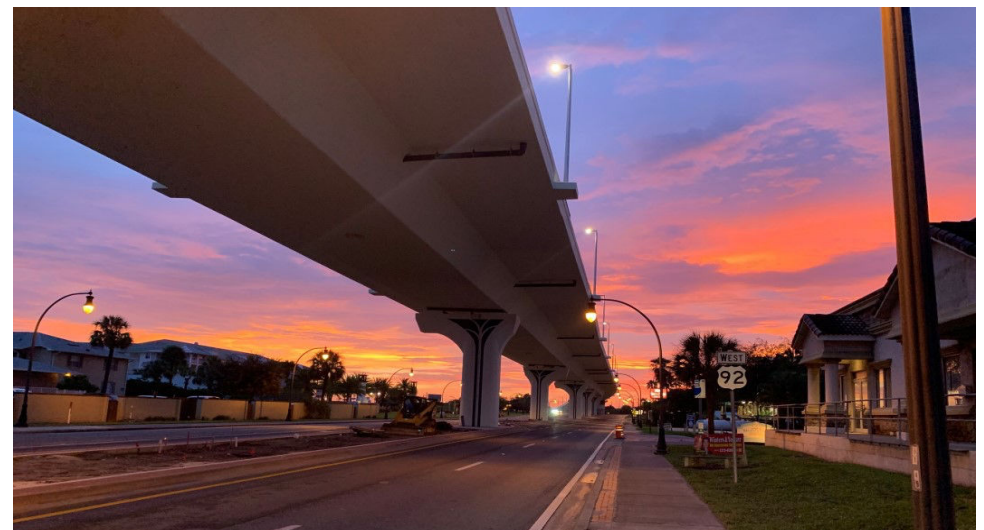
THEA processes 77 million toll transactions and serves more than 2 million customers.

annually. All revenues collected on the Selmon Expressway stay in Tampa and Hillsborough County where THEA reinvests those dollars back into the community.

THEA uses toll revenues to provide our region with a transportation system that provides regional connectivity to our residents and visitors.



Kotfila Memorial Dog Park



Selmon Extension

Board of Directors

THEA's seven-member Board of Directors includes four members appointed by the Governor and serve four-year terms and three ex-officio members – the Mayor of the City of Tampa, or the mayor's designee, who is Chair of the City Council; one member of the Board of County Commissioners of Hillsborough County, selected by such Board; and, the District Seven Secretary of Transportation, FDOT.



+ Vincent Cassidy - Chairman



+ Bennett Barrow - Vice Chair



+ John Weatherford - Secretary



+ David Gwynn



+ Mayor Jane Castor



+ Commissioner Donna Cameron Cepeda

Current Board Members (Left to Right) Vince Cassidy, Chairman; Bennett Barrow, Vice Chairman; John Weatherford, Secretary; David Gwynn, FDOT District 7 Secretary; Tampa Mayor Jane Castor; Hillsborough County Commissioner Donna Cameron Cepeda

Executive Director

Greg Slater is the Executive Director/CEO of the Tampa Hillsborough Expressway Authority - a dynamic transportation agency that owns, manages, and operates the Selmon Expressway, Meridian Avenue, Brandon Parkway, and the Selmon Greenway. With over 200,000 daily expressway commuters and thousands of pedestrians using its network of urban trails, Slater oversees an agency focused on adding value to the community and offering transportation options that enhance the quality of life.

Slater is a transportation leader committed to serving with passion, integrity, and trust. He has over two decades of public service experience in various transportation modes, most recently as Secretary of the Maryland Department of Transportation (MDOT). He oversaw 17,000 lane miles of highways, 2,500 bridge structures, and tolled facilities, including two tollways, two tunnels, and four major bridge structures: a local and commuter bus network, a light rail metro system, commuter rail, and paratransit services.

At THEA, Slater continues to serve the agency and the community with the values that have guided him over the last 25 years. He is committed to building a transportation system foundation for the next generation, a roadway of the future, and creating partnerships that make transportation in Tampa Bay safer and more efficient.

Under his leadership, the agency continues its legacy of implementing connected vehicle technology as an autonomous vehicle testbed site. THEA is instrumental in helping move safety technologies from the testing phase to real-life applications.

Slater is a key leader in public-private partnerships for multimodal transportation, transit-oriented development, and walkable neighborhoods. As a community champion, his vision for the Selmon Greenway as a vital connection for the areas around the urban core to accommodate pedestrians and cyclists with Vision Zero safety assurances for seamless mobility and create community gathering spaces - mostly under the shade of the expressway - is helping to map out a better Tampa poised for growth.

Throughout his distinguished career, Slater has built a legacy of organizational leadership and fiscal acumen, along with a commitment to building a foundation for the transportation system for the next generation. He is committed to bringing the best technology and most progressive concepts possible to address transportation challenges.

Slater is a proud Towson University alumnus.



Greg Slater, Executive Director & CEO

The Position

The Tampa-Hillsborough County Expressway Authority (“THEA” or the “Authority”) is seeking a strategic and collaborative Director of Engineering and Operations to lead the Authority’s oversight of design, construction, operations, and maintenance activities for THEA’s transportation infrastructure. This executive leadership role is responsible for ensuring the successful execution of THEA’s infrastructure projects from initial design through construction and ongoing operations and maintenance while maintaining high standards of safety, compliance, and cost efficiency. The Director will lead and work closely with internal teams, external stakeholders, and contractors to deliver transportation and infrastructure solutions that meet the needs of Tampa’s growing population and changing community.

The Director of Operations reports to the Chief Operating Officer and is responsible for the overall management of THEA’s infrastructure. Responsibilities include leading THEA’s Operations Team; managing the contracts, consultants and contractors for the design, construction and maintenance of THEA’s infrastructure; establishing and implementing operational strategies for project delivery, system operations and asset management; ensuring that all projects move efficiently from the design phase to construction and into ongoing operations; overseeing the coordination and integration of design and construction activities, ensuring that projects are delivered on time, within budget, and in accordance with design specifications and safety standards; directing the management and delivery of small- and large-scale transportation projects, ensuring that design, construction and operations align with THEA’s goals, schedules, budgets and adopted standards; promoting operational excellence by leading efforts to improve the efficiency of design, construction, and operational processes, identifying opportunities for cost savings, and implementing best practices; leveraging technology, innovation, and data analytics to optimize operations and project tracking across all phases of design, construction, and post-construction activities; and developing and implementing systems for monitoring and improving the long-term performance and maintenance of THEA’s transportation infrastructure assets.

The Director will support fostering an atmosphere focused on customer experience and continuous employee development; maintain a team-minded working relationship with other THEA staff, vendors, and key personnel to mutually support all related activities and the Authority’s mission; and competently respond to requests from senior staff, the Chief Operating Officer, and the Executive Director.



Work Assignments for the Director of Engineering and Operations Include:

- Responsible for the overall management, operations, and maintenance of all THEA's roadway infrastructure and THEA owned facilities.
- Management of consultants and contractors as pertains to operations and maintenance of the THEA facilities.
- Plans, schedules, coordinates, and directs the work as it pertains to operations and maintenance.
- Responsible for the preparation and presentation of various recommendations and reports and making timely and decisive actions in emergency situations.
- Responsible for the efficiency and quality of work performance in accordance with established schedules; integrating all work activities into a smooth working organization; maintaining frequent communications to investigate special issues and problems; discussing policies, staffing and organizational matters and making and justifying final operational decisions.
- Responds to directions, constructive criticism, or complaints from others.
- Directs studies and follow-up reports.
- Seeks technical assistance from engineering firms and other transportation professionals as required.
- Maintains and manages readily accessible department plans, surveys, notes, records, documents, and inventories pertinent to the operation and maintenance of the THEA's roadway and facility assets.
- Oversees the preparation of scopes of work and bid specifications for contract work and participates in the procurement process and recommends awarding of contract to the Executive Director and the Authority Board.
- Functions as an agent for the Authority overseeing work performed by consultants and contractors ensuring its integrity, timeliness and compliance with governmental practices and codes. Provides continuing supervision and inspection of work during the term of contracts.
- Participates in staff meetings to review and report on on-going projects and to update funding, status changes, schedule, and personnel matters.
- Prepares yearly programs for capital improvements and operational budgets.
- Updates project listings, revisions of schedules and estimates.
- Participates in the preparation of detailed operating and capital budgets. Analyzes the needs and recommends projects that improve the quality and capacity of the expressway system.
- Attends meetings of professional organizations to keep abreast of changing methods and equipment. Attends Authority Board meetings and committee meetings to furnish input, as requested, related to the operation and maintenance of the expressway system. Interfaces with local officials, boards, consulting engineers, City, County, State and Federal agencies and the general public as required and as requested.
- Ensures that all work performed is of optimum quality, in compliance with all governmental practices and codes and performed in a timely cost-effective manner. Conducts regular inspection of the operational and maintenance aspects of the Expressway system to ensure compliance with prescribed standards.
- Performs other related duties as required or as directed by the Chief Operating Officer.
- Expected to be available for emergencies.
- Represent THEA to the public and media when required.
- Other duties as required.

The ideal candidate will exhibit the following experience:

- A team focus, innovative spirit, and positive attitude.
- Experience in infrastructure maintenance and asset management.
- Experience in operations management, which includes planning, directing, coordinating, controlling, and evaluating operations.
- Experience in and compliance with Florida construction and procurement laws, rules, regulations, standards, policies, and procedures.
- Experience in budget development which includes developing a budget, analyzing financial data and making long and short-range plans and projections.
- Experience in financial analysis which includes compiling, analyzing and interpreting financial data to ensure effective and efficient accounting of funds or to make projections for financial planning.
- Experience working with the Florida Department of Transportation.
- Familiarity with emerging technologies in transportation (e.g., Intelligent Transportation Systems, smart infrastructure, connected/autonomous vehicles) and their impact on project delivery and operations.



Knowledge and skills required:

- Extensive experience managing large-scale transportation projects from design through construction and into operations.
- Knowledge and experience with varying procurement methods and contract types, including Design-Bid-Build, Design-Build, and Progressive/Phased Design-Build.
- In-depth knowledge of state and federal transportation regulations, environmental standards, safety protocols, and compliance requirements.
- Proven ability to manage cross-functional teams, contractors, and external stakeholders to deliver complex projects on time and within budget.
- Strong financial management skills, with experience overseeing multi-million-dollar budgets and ensuring cost-effective project delivery.
- Exceptional leadership, communication, and problem-solving skills, with the ability to influence stakeholders at all levels and drive performance across diverse teams.
- Proficiency with project management software, construction management tools, and business analytics platforms.
- A customer and community focus on the delivery of the program and decision-making.
- Skill in identifying operational, fiscal, and procedural problems and developing solutions.
- Skill in analyzing and interpreting data, developing solutions, and preparing reports on data analyzed.
- Strong analytical skills and attention to detail.
- Excellent communications and interpersonal skills, with the ability to lead and deliver successful infrastructure projects.



Minimum Qualifications

Graduation from a recognized and accredited four-year college with a bachelor's degree in civil engineering or a related field; professional licensure as a Civil Engineer (PE), including at least five years in a senior or executive leadership role overseeing design, construction, and operations.

OR

10 years of progressively responsible experience in transportation infrastructure project management, including at least five years in a senior or executive leadership role overseeing design, construction, and operations.

Compensation

This position's anticipated annual salary range is expected to be \$150,000 to \$190,000. Final salary will be commensurate with experience, education, and minimum qualifications. THEA offers an excellent benefits package including participation in the Senior Management Class of the Florida Retirement System (FRS). THEA also offers a 457 plan of which the Authority contributes. Relocation assistance will also be provided for a successful out-of-area candidate.



How to Apply

Interested applicants shall provide the following:

1. A cover letter that clearly demonstrates (a) how the applicant meets the education and experience and (b) how the applicant possesses the attributes of the ideal candidate as laid out in the job posting;
2. Resume; and,
3. Three (3) professional references (please include their current organization/title, contact information, and email address); specifically, 1 professional reference from someone the applicant has worked for directly, 1 professional reference from someone who has worked for the applicant, and 1 professional reference from those that are familiar with the applicant's ability to be successful in the role of THEA Director of Engineering and Operations.
4. Submit your cover letter, resume, and three (3) professional references to Julie Aure at Julie.Aure@tampa-xway.com.

Questions should be directed to Julie Aure at Julie.Aure@tampa-xway.com. It is requested that candidates not contact individual Board members or other members of staff regarding this recruitment.

THEA is a public agency and is subject to and complies with all aspects of Florida's Public Records Act. Unless documents are specifically exempted by Florida's Public Records Act, they are subject to disclosure upon request.

Other Important Information

VETERANS PREFERENCE

In accordance with Florida Statute Chapter 295, the Tampa-Hillsborough County Expressway Authority will award United States military veterans and spouses of veterans who meet the criteria stipulated in the aforementioned statute preference in employment. All applicants seeking veterans' preference are required to present legible required documentation in order to qualify. Please understand that veterans' preference laws do not guarantee placement of a veteran into a position. All applicants must meet the minimum requirements, provide the necessary documentation, and complete and successfully pass all phases of the hiring process to be considered a candidate for hire.

THEA IS AN EQUAL OPPORTUNITY EMPLOYER

THEA is an equal opportunity employer and makes employment decisions based on merit. THEA provides equal employment opportunity to all persons, regardless of age, race, religion, color, national origin, sex, political affiliations, marital status, disability, sexual orientation, veteran status, or any other legally protected classification.

AMERICANS with DISABILITIES ACT (ADA):

THEA welcomes and encourages applications from persons with disabilities and will accommodate the needs of those persons in the application and selection process. The decision on granting accommodation requests will be on a case-by-case basis.



Additional Information

Web: tampa-xway.com

Facebook: facebook.com/TampaHillsboroughExpresswayAuthority

Instagram: instagram.com/theaselmon

LinkedIn: linkedin.com/company/tampa-hillsborough-expressway-authority

Twitter: twitter.com/THEASelmon

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