Street Maintenance Superintendent

Your opportunity to enhance the mobility of tomorrow
A Great Opportunity to Join a Dynamic Transportation Team

The award-winning City of Charlotte’s Department of Transportation (CDOT) is recruiting nationally for a Street Superintendent to lead the Charlotte’s Street Maintenance Division.

The City of Charlotte

Why Charlotte? Moderate cost of living and high quality of life in a progressive sunbelt city. With a population of more than 2.3 million, the Charlotte metropolitan area offers all the advantages and amenities of a major urban area with a small-town feel. Charlotte’s population of approximately 850,000 is growing rapidly every day, making it the largest city in the state and the 17th most populated city in the United States. Charlotte’s FY 2020 budget is $2.6 billion and it employs approximately 8,000 employees.

Charlotte enjoys a vibrant, balanced economy that encompasses many sectors and companies that range in size from multinational to microbusiness. A variety of businesses help make Charlotte’s economy one of the strongest in the nation. Charlotte is a dynamic southern city and home to some of the world’s largest corporations.

Charlotte is firmly established as one of the country’s most respected regional health care centers. Charlotte also offers a nationally acclaimed level of higher education. Charlotte-Mecklenburg Schools (CMS), the public school system serving Mecklenburg County, continually ranks as one of the best urban systems in the country. The city’s thriving arts community enhances a rich and stimulating quality of life. If sports are your pleasure, Charlotte has it all: NFL, NBA, NASCAR, PGA, MLL, USL, AAA Baseball, and an NHL/AHL affiliate, not to mention collegiate sports and so much more.

The Position

The Street Maintenance Superintendent works under the direction of CDOT’s Executive Team. This position is responsible for the management and oversight of all programs and operations under the City’s Street Maintenance Division. The Street Superintendent is responsible for a $36 million maintenance budget, 200+ employees located at three satellite facilities, 5400 miles of streets, and 2000 miles of sidewalks.

The Division provides oversight of the City’s inhouse and contracted roadway preservation and reconstruction programs, sidewalks, curb, and gutter and accessible ramps maintenance and construction programs, stormwater infrastructure maintenance, utility and street cut regulations and emergency response operations.

Specifically, the Street Superintendent will provide leadership in the following key areas:

- Direct and manage a workforce of 225 construction and operations professionals including construction crews, project coordinators, estimators and administration and paraprofessional staff.

- Manage a fleet of over five hundred (500) pieces of heavy and light-duty equipment; monitor replacement schedules and direct procurement and maintenance of vehicles and equipment.
• Oversee the City’s annual roadway resurfacing and pavement preservation program. The programs include both traditional pavement resurfacing (mill and overlay) and alternative pavement preservation methods including chip seals, full depth reclamation (FDR) and pavement rejuvenation technologies.

• Coordinate various programs and projects such as roadway improvements, sidewalks, and curb & gutter installations, bus pads, ADA curb ramps, and pedestrian refuge islands to improve pedestrian safety and accessibility.

• Manage the Division’s revenue-based operations providing resources (staffing, equipment, contractual services, etc.) to perform stormwater infrastructure maintenance services and street cut restorations and monitor and control both revenue and expenditures and prevent any overruns.

• Oversee the Division’s safety and loss prevention programs. Interpret city/department policies to the workforce and enforce safety regulations and safe work practices.

• Develop and coordinate annual reporting for the City’s strategic plan and business objectives related to services provided by the Division.

• Communicate with the City Council, City Manager’s Office, Neighborhood Associations and various Special Interest Groups.

• Manage the Division’s emergency response program for inclement winter weather, tornados, hurricanes, flooding, etc. Ensure all necessary resources and procedures/protocols are in place for the Division to be successful in responding to such events.

• Establish direction in creating an environment that supports learning and development - develop new leaders and address individual and organizational accountability.

The Ideal Candidate

• Are you a dynamic transportation professional with excellent team-building skills and experience managing people, projects, and programs in addition to the individual technical skills required for this Street Superintendent position?

• Do you possess intimate knowledge of the design, construction and environmental and procedural regulations related to building and maintenance of roads and structures?

• Extensive financial and executive-level management experience – ability to oversee budgets, bids, contracts, and audits. Ability to make business and administrative judgment decisions.

• Ability to develop, implement and review policies and procedures. Strong leadership and human relations/interpersonal skills - the ability to train, coach, counsel and discipline employees.

• Ability to develop and complete actions for production, productivity, quality, and customer-service standards.

• Ability to manage employee compensation matters – create and enforce policies and procedures.

• Ability to prepare and present division updates, professional and technical information and business-related reports to elected officials, HOAs, neighborhood groups, and other forums.

• Abilities in partnership development and negotiations with multiple interests.

• Ability to meet and deal successfully with members of the community, neighborhood organizations, and private groups.
Qualifying Education and Experience

Education: This position requires a Bachelor’s degree in engineering, urban planning, business, public administration, or a related field. An advanced degree is highly desirable. P.E. or AICP Certification preferred.

Experience: This position requires a minimum of ten years supervisory/managerial experience in transportation engineering or transportation planning.

Compensation and Benefits

The successful candidate will receive a competitive salary with an excellent benefit package.

To Be Considered

This is an open process and will be handled accordingly. References will not be contacted until mutual interest has been established. This position is open until filled; however, candidates are encouraged to apply early in the process for optimal consideration. Resumes will be reviewed and evaluated throughout the recruitment process.

Interested candidates may apply by submitting a cover letter, comprehensive resume, and three professional references via email to Asia.Smith@charlottenc.gov.

The evaluation and selection process may consist of a supplemental questionnaire and/or written exercise(s) to further evaluate the relative experience and overall suitability for this position. Ideally, the Street Maintenance Superintendent will join the City of Charlotte in the Spring of 2020.

Final candidates will be required to sign a release form to authorize preliminary reference calls and verifications. Employment history, degrees, and other certifications/accomplishments will also be verified.

Should you have any questions regarding this position or the recruitment process, please call Ms. Asia D. Smith at (704) 336-1438. Confidential inquiries are welcome.

*The City of Charlotte is an Equal Opportunity Employer*