



DIRECTOR OF TRAFFIC MANAGEMENT

Traffic Management Department

Annual Salary:

\$134,200 – \$180,126 DOE/DOQ

Lubbock, Texas



Are you a licensed Professional Engineer with strong leadership and strategic management skills who can oversee complex traffic engineering, operations, and fiber infrastructure systems? If so, apply to be the City of Lubbock's next Director of Traffic Management!

We're looking for an exceptional, forward-thinking public sector leader who is:

- Experienced in traffic engineering and intelligent transportation systems
- Skilled in budgeting, capital planning, and policy development
- Proven in supervising multidisciplinary technical teams

It's Our City – read on to learn more about this opportunity!



ABOUT THE COMMUNITY

Lubbock, known as “The Hub City,” is a thriving regional center in West Texas with a population of approximately 269,558. Serving as the economic, educational, and healthcare hub of the South Plains, Lubbock combines the amenities of a metropolitan area with a welcoming, community-focused atmosphere.

Located along Interstate 27 and U.S. Highways 82, 84, and 87, Lubbock offers convenient access across the region. The city is home to Texas Tech University as well as several other higher education institutions, driving innovation, research, and cultural vibrancy. Residents enjoy a wide range of recreational opportunities, including Mackenzie Park and the Canyon Lake System, nearby Lake Alan Henry, numerous golf courses, and an active arts and music scene. Lubbock has deep musical roots, having launched the careers of Buddy Holly and other iconic artists.

Historically rooted in agriculture and ranching, Lubbock has evolved into a diverse economy featuring healthcare, education, manufacturing, and business development. Recent economic growth includes major capital investments and large-scale redevelopment projects, reinforcing the city’s forward-looking momentum.



POPULATION
269,558



MEDIAN HOUSEHOLD INCOME
\$64,155



MEDIAN HOME VALUE
\$214,100
AVERAGE MONTHLY RENT
\$1,178

[History](#)



[Tourism](#)



GOVERNANCE & ORGANIZATION

The City of Lubbock operates under a council-manager form of government. The Mayor is elected at-large for a two-year term, and six City Council Members are elected from single-member districts for staggered four-year terms. The City Council appoints the City Manager, City Attorney, and City Secretary.

The City provides a full range of services including:

- Public Works
- Water Utilities and Infrastructure
- Development Services
- Public Safety (Police and Fire)
- Community Services and Parks



ABOUT THE JOB

The Traffic Management Department provides traffic engineering, traffic operations, signal maintenance, signage and pavement markings, fiber optic infrastructure management, and Traffic Management Center operations. The department serves as liaison to the Citizens Traffic Commission and participates in the Metropolitan Planning Organization's Traffic Advisory Committee.

Reporting to the Division Director of Public Works, the Director of Traffic Management will:

- Lead and oversee traffic engineering and operations divisions
- Manage the City's 239 traffic signals, 700 lane miles of markings, and approximately 150,000 signs
- Direct the citywide fiber optic communications network (150+ miles)
- Develop and administer annual operating and capital budgets
- Establish policies, review engineering plans, and represent the department before City Council and public groups

[Full Job Description](#)



DEPARTMENT STRUCTURE

Divisions within the Department:

- Traffic Engineering
- Traffic Operations
- Traffic Management Center (TMC)
- Fiber Optic Infrastructure Team
- In-House Signal Construction Crew

DEPARTMENT QUICKFACTS



EMPLOYEES

34



DEPARTMENT BUDGET

\$4.68
MILLION

KEY PROJECTS FOR 2026

- Expansion and maintenance of the 150+ mile fiber optic network
- Traffic signal timing optimization and modernization initiatives
- Ongoing capital improvement projects (CIP) for signal and roadway safety enhancements

THE IDEAL CANDIDATE

The ideal candidate will be a licensed Professional Engineer with substantial experience in municipal traffic management and operations. They will bring strong supervisory and budgetary expertise and demonstrate the ability to strategically plan for both short-term and long-term infrastructure needs. This leader will be politically astute, capable of presenting complex engineering concepts clearly to elected officials and the public. The successful candidate will possess technical knowledge of fiber optic systems, intelligent transportation systems, and regulatory compliance, along with the leadership ability to motivate multidisciplinary teams. A commitment to transparency, public service, and operational excellence will define their leadership approach.



EXPERIENCE & QUALIFICATIONS

Required:

- Bachelor's degree in Engineering
- Minimum 8-10 years of progressively responsible experience in traffic management and operations, including supervisory experience
- Licensed Professional Engineer (PE) in the State of Texas (or ability to obtain within one year)
- Valid Texas Driver's License

Preferred:

- Master's degree in Public Administration or related field
- Experience with municipal capital improvement planning
- Professional Traffic Operations Engineer (PTOE) certification
- Experience managing fiber optic or ITS infrastructure systems

SALARY & BENEFITS

- **Compensation:** \$134,200 – \$180,126 DOE/DOQ
- **Health Benefits:** Comprehensive medical, dental, vision, and life insurance coverage is offered to eligible employees.
- **Paid Leave:** Full-time employees accrue vacation based on years of service (starting at 80 hours annually) and sick leave at 4.62 hours per pay period. The City observes 11 paid holidays per year.
- **Retirement:** The City participates in the Texas Municipal Retirement System (TMRS) with a 7% required employee contribution and a 2:1 City match. A voluntary 457(b) deferred compensation plan is also available.
- **Additional Perks:** Relocation expenses may be available. The City supports professional development and offers stable municipal employment with opportunities to lead major infrastructure initiatives impacting the entire community.



HOW TO APPLY

Apply Here



For more information on this position, contact:

Jay Singleton, Senior Vice President Executive Recruitment

JaySingleton@GovernmentResource.com | 817-223-2654

The City of Lubbock is an Equal Opportunity Employer and does not discriminate on the basis of race, color, religion, gender, national origin, age, or disability. Applicants selected as finalists for this position will be subject to a comprehensive background check.