



# ASSISTANT DIRECTOR OF TRAFFIC & INCIDENT MANAGEMENT

North Texas Tollway Authority (NTTA)

Annual Salary:  
\$176,803–\$238,685 DOE/DOQ

Plano, Texas



Are you a visionary transportation engineering and traffic operations leader who can improve roadway safety, incident response, and mobility across one of the nation's fastest-growing regions? If so, the North Texas Tollway Authority (NTTA) invites you to apply for its next Assistant Director of Traffic & Incident Management.

NTTA is seeking an accomplished and collaborative leader who can oversee traffic engineering, incident management, traffic safety initiatives, and Intelligent Transportation Systems (ITS) programs while developing high-performing teams and advancing operational excellence.

The ideal candidate will be:

- An experienced traffic engineering and operations professional
- Skilled in incident management, roadway safety, and ITS deployment
- An innovative leader who can motivate teams and foster continuous improvement

Join NTTA's Team First culture and help shape the future of mobility across North Texas.

# ABOUT THE COMMUNITY

The North Texas Tollway Authority serves one of the most dynamic and rapidly growing regions in the United States. Located within the Dallas-Fort Worth Metroplex, NTTA supports mobility and economic development across Collin, Dallas, Denton, and Tarrant counties through the operation and expansion of a safe, reliable toll road network.

The region is recognized nationally for its strong economy, diverse employment opportunities, excellent educational institutions, and exceptional quality of life. Residents enjoy access to world-class sports, arts and entertainment venues, expansive parks and recreation opportunities, and a thriving business environment that continues to attract both employers and new residents.

As one of the country's fastest-growing metropolitan areas, North Texas continues to invest heavily in transportation infrastructure to support population growth and economic expansion. NTTA plays a critical role in this effort by delivering innovative mobility solutions and maintaining a transportation network that enhances connectivity throughout the region.

Community highlights include:

- Strong economy and job market
- Excellent educational opportunities
- High quality of life and public safety
- Planned growth and strong community character



# GOVERNANCE & ORGANIZATION

The North Texas Tollway Authority is a political subdivision of the State of Texas governed by a nine-member Board of Directors. Each of NTTA's four member counties appoints two board members, while the Governor of Texas appoints one additional member from an adjacent county. Board members serve staggered two-year terms. NTTA employs approximately 835 professionals and maintains a collaborative, customer-focused culture centered on accountability, excellence, innovation, and service.

NTTA provides transportation infrastructure services focused on:

- Toll road operations
- Mobility and transportation planning
- Infrastructure development and maintenance



## ABOUT THE JOB

The Traffic & Incident Management Department is responsible for traffic operations, traffic engineering, roadway safety, incident response, Intelligent Transportation Systems (ITS), and traffic-related risk mitigation activities throughout NTTA's transportation network.

Reporting to the Director of Traffic & Incident Management, the Assistant Director will:

- Lead traffic engineering, incident management, and traffic safety programs
- Direct budgeting, capital forecasting, contract administration, and resource planning
- Evaluate traffic operations data and recommend engineering and ITS improvements
- Supervise, mentor, and develop professional and technical staff
- Coordinate with public safety agencies and lead emergency response activities as needed

The Assistant Director serves as a key member of the department's leadership team and may act on behalf of the Director when necessary while helping advance NTTA's commitment to safe and reliable transportation operations.

## DEPARTMENT STRUCTURE

Divisions within the department:

- Traffic Engineering
- Traffic Safety
- Incident Management
- Insurance & Claims (organizational alignment subject to final structure)

## ORGANIZATION QUICKFACTS

- Part of NTTA Operations
- Supports safety and mobility across NTTA's tollway system
- Coordinates extensively with law enforcement, fire, EMS, towing partners, and transportation stakeholders
- Utilizes nationally recognized Incident Command System (ICS) and National Incident Management System (NIMS) principles

## KEY PROJECTS FOR 2026

- Delivery and implementation of numerous roadway safety and operational improvement projects currently in design and construction
- Procurement and deployment of an Advanced Project Management System
- Expansion and enhancement of Intelligent Transportation Systems (ITS)
- Continuous improvement of incident response and traffic management operations
- Strategic advancement of departmental and organizational goals

Job Description



# IDEAL CANDIDATE

The ideal candidate will be an accomplished transportation engineering and traffic operations professional with demonstrated experience in traffic engineering, incident management, traffic safety, and field operations. This individual must possess strong leadership skills and the ability to motivate and develop a highly engaged team while fostering a culture of accountability, innovation, and continuous improvement. The successful candidate will be comfortable managing sensitive situations, conducting crash investigations, and making sound decisions during operational incidents and emergencies.

Strong communication skills, emotional intelligence, and the ability to build trusted relationships across departments and external agencies are essential. NTTA seeks a leader who demonstrates humility, accountability, professionalism, a sense of humor, and the ability to fit within the organization's collaborative Team First culture.



## EXPERIENCE & QUALIFICATIONS

### Required:

- Bachelor's degree in Civil Engineering, Transportation Engineering, or related field
- Minimum of nine (9) years of progressively responsible transportation, traffic engineering, or related experience
- Professional Engineer (PE) license in Texas, or ability to obtain Texas licensure/reciprocity within six months of employment
- Valid Texas driver's license
- Ability to obtain and maintain NCIC/TCIC and CJIS certifications

### Preferred:

- Master's degree in Civil Engineering, Transportation Engineering, or related discipline
- Significant traffic engineering and traffic management experience
- Intelligent Transportation Systems (ITS) experience
- Crash investigation and incident management expertise
- Experience leading multidisciplinary transportation teams

## SALARY & BENEFITS

- **Compensation:** \$176,803–\$238,685 DOE/DOQ
- **Health Benefits:** Comprehensive medical, dental, and vision coverage
- **Retirement:** Participation in NTTA retirement programs
- **Professional Development:** Continuing education, certification support, and professional growth opportunities
- **Work Environment:** Collaborative Team First culture emphasizing trust, accountability, innovation, and excellence
- **Career Growth:** Opportunities for advancement within a nationally recognized transportation organization
- **Additional Benefits:** Comprehensive compensation package designed to attract and retain top transportation professionals

NTTA values employee development and provides an environment where professionals can make a meaningful impact on transportation safety and mobility while supporting one of the fastest-growing regions in the nation.

Benefits



## HOW TO APPLY

Apply Here



For more information on this position, contact:

**Marsha Reed, Senior Vice President, Executive Recruitment**

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*The North Texas Tollway Authority is an Equal Opportunity Employer. Finalists will be subject to a comprehensive background investigation.*