



DIRECTOR OF TRAFFIC, ROADS, AND BRIDGES

Lafayette Consolidated Government

The Community

Lafayette, with a parish population of approximately 250,000, is a vibrant city located in southwestern Louisiana known for its rich cultural heritage, thriving economy, and dynamic community spirit. The city is spread over 53.3 square miles and stands as a hub of Acadiana, a region celebrated for its Cajun and Creole influences.

Lafayette has garnered national attention for its economic vitality, boasting significant contributions from industries like healthcare, education, and technology. Recent accolades for Lafayette include “Best Place to Live in Louisiana” by US News & World Report, and “Top Place to Travel” by TravelLemming.com and was one of Southern Living’s “15 Friendliest Cities in the South.” These recognitions, along with Lafayette’s renowned cultural festivals and culinary scene, continue to draw visitors from around the globe. Lafayette’s strategic location along the Vermilion River enhances its charm, offering a blend of historic architecture and modern amenities. As a key economic driver in Louisiana, the city continues to foster innovation and growth while preserving its unique cultural identity.

Government

Lafayette has a City-Parish form of government. The Lafayette City-Parish Charter Commission adopted a Home Rule Charter in 2020, superseding the previous administrative guidelines set in 1996.

The Mayor-President serves as the chief executive officer responsible for overseeing the administration of both the city and parish and is elected to four-year terms. The current Mayor-President, Monique B. Boulet, took office in January 2024, and has since led with a focus on public safety, governmental transparency, and quality of life. The City and Parish Councils each consist of five members, each representing a single district and serving a four-year term. The Traffic, Roads, and Bridges Director reports directly to the Mayor-President.





Traffic, Roads, and Bridges Department

The Traffic, Roads, and Bridges Department is responsible for the maintenance of parish-wide roads, bridges, traffic signals, and related transportation infrastructure while planning and executing the safe, convenient, and efficient movement of people and goods throughout the parish.

TRAB Divisions:

- Engineering Division: Responsible for transportation project planning and technical analysis, traffic engineering studies, development review coordination, and long-range, transportation-driven planning guided by congestion management strategies, roadway expansion plans, and parish-wide infrastructure priorities.
- Vehicle Maintenance: Responsible for the maintenance, repair, inspection, and lifecycle management of the department's fleet and specialized equipment. This division structurally reports to the Director and works toward implementing an apprenticeship program to assist with workforce retention.
- Streets and Bridge Division: Responsible for the maintenance, repair, and operation of the public roadway network and associated infrastructure, including street maintenance, pothole repairs, roadway patching, drainage support, and emergency response.
- Traffic Maintenance Signs and Signals: Responsible for the installation, maintenance, repair, and operation of traffic control devices, including traffic signals, roadway signs, pavement markings, school zone equipment, and related intelligent transportation systems.
- Parking and Transit: Responsible for the planning, management, and oversight of public transit services and municipal parking operations, including parking facilities, policies, and enforcement coordination.

The Position

The Director of Traffic, Roads, and Bridges reports to the Chief Administrative Officer, and ultimately the Mayor-President, providing strategic leadership for the planning, operation, maintenance, and continuous improvement of the parish's transportation infrastructure, overseeing engineering, streets and bridges, traffic signals and signs, vehicle maintenance, parking, and transit operations.

As the department's senior engineering leader, the Director serves as the subject matter expert in traffic operations and transportation planning, applying sound engineering principles, data-driven analysis, and nationally recognized standards to improve mobility, safety, and operational efficiency. This position oversees transportation planning initiatives, traffic engineering studies, development review coordination, roadway safety programs, signal timing, Intelligent Transportation Systems (ITS), and long-range infrastructure planning while ensuring the department's day-to-day operations effectively serve residents and visitors alike.

The Director works collaboratively with engineers, planners, public safety agencies, developers, consultants, elected officials, and the public to improve transportation operations, guide capital improvements, and support the continued growth of Lafayette parish. This role requires a leader who can balance technical expertise with strategic vision, operational management, fiscal stewardship, and strong public communication.



Duties and Responsibilities

- Plans, organizes, and directs the programs and activities of the Traffic, Roads, and Bridges Department, including the Engineering, Vehicle Maintenance, Streets and Bridge, Traffic Maintenance Signs and Signals, and Parking and Transit divisions.
- Directs transportation project planning, feasibility analysis, and design coordination, supporting early-stage project development and long-term project readiness.
- Works to guide long-range, transportation-driven planning efforts, including congestion management strategies, roadway expansion plans, and parish-wide infrastructure improvement priorities.
- Coordinates development reviews to ensure consistency with engineering standards, infrastructure capacity, and adopted plans; leads the transition of all development review activities to the MGO system to improve efficiency, transparency, and consistency across departments.
- Directs the Vehicle Maintenance Division, which structurally reports to the Director, ensuring the maintenance, repair, inspection, and lifecycle management of the department's fleet and specialized equipment; pursues development of an apprenticeship program to support workforce retention.
- Oversees the Streets and Bridge Division's maintenance, repair, and operation of the public roadway network, including street maintenance, pothole repairs, roadway patching, street clean-up and emergency response.
- Oversees the Traffic Maintenance Signs and Signals Division's installation, maintenance, and operation of traffic control devices, including signals, roadway signs, pavement markings, and school zone equipment, ensuring compliance with applicable standards.
- Oversees the Parking and Transit Division's management of public transit services and municipal parking operations, including parking facilities, policies, and enforcement coordination.



Duties and Responsibilities Cont.

- Coordinates with the Capital Improvements Department on capital projects that meet or exceed the \$250,000 administration threshold, and partners with the Public Information Officer supporting TRAB to ensure consistent, transparent public communication regarding department projects and operations.
- Analyzes traffic flow, congestion, delay, and operational performance throughout the transportation network; conducts and directs traffic engineering studies, including traffic impact analyses, capacity and Level of Service (LOS) evaluations, signal warrant analyses, speed and parking studies, and corridor analyses.
- Designs, reviews, and optimizes traffic signal timing and coordination plans; evaluates and recommends Intelligent Transportation Systems (ITS) technologies; coordinates timing plans for special events, emergencies, and seasonal traffic demands.
- Facilitates analysis of crash data to identify high-risk locations and develops roadway safety improvement recommendations, including pedestrian, bicycle, school zone, and transit-related safety measures.
- Oversees the review of subdivision, commercial, and development plans and Traffic Impact Analyses (TIAs) submitted by developers; recommends roadway improvements, access management strategies, and mitigation measures.
- Directs and participates in the preparation of the annual operating budget, capital requests, and the control and expenditure of appropriations for the department.
- Consults with the Chief Administrative Officer, other department directors, and representatives of state and federal agencies in developing overall policies and procedures governing the department's activities.
- Cooperates with parish, state, and federal officials, including the state Department of Transportation and Metropolitan Planning Organizations (MPOs), in the conduct of programs of mutual interest and concern.
- Responds to citizen traffic concerns and presents engineering findings to elected officials, boards, commissions, and community groups; provides expert testimony when required.
- Ensures departmental compliance with the Manual on Uniform Traffic Control Devices (MUTCD), AASHTO standards, FHWA guidance, state DOT standards, local ordinances, and the Americans with Disabilities Act (ADA); stays current on evolving transportation engineering standards and emerging technologies.

Knowledge, Skills, and Abilities

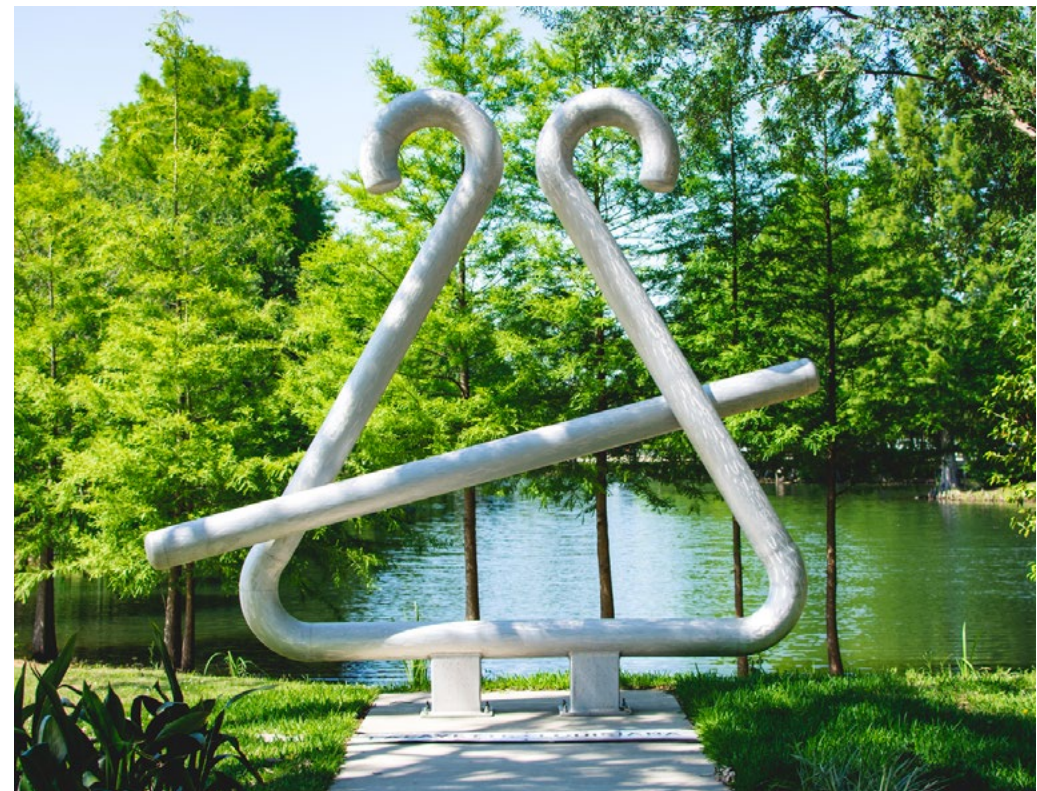
- Thorough knowledge of the Manual on Uniform Traffic Control Devices (MUTCD), Highway Capacity Manual (HCM), Highway Safety Manual (HSM), AASHTO design standards, and federal and state transportation regulations.
- Working knowledge of Intelligent Transportation Systems (ITS), traffic simulation and modeling software, crash analysis methodologies, and GIS applications.
- Strong leadership skills to effectively manage personnel, lead teams, and make critical decisions under pressure, including experience in strategic planning, organizational development, and community engagement.
- Ability to interpret engineering plans and specifications, analyze complex transportation problems, and develop innovative operational solutions.

Education and Experience

Qualified applicants will possess a bachelor's degree in civil engineering, transportation engineering, or a closely related engineering field from an accredited college or university and have a minimum of five (5) years of progressively responsible experience in traffic operations or transportation engineering, including supervisory or management experience. A master's degree in transportation engineering or civil engineering, and experience with Intelligent Transportation Systems (ITS), traffic signal timing software, and adaptive signal control systems is preferred.

Licenses/ Certifications

- A Professional Engineer (PE) license is required.
- A Traffic Operations Engineer (PTOE) certification is preferred.





The Ideal Candidate

The ideal candidate should be an accomplished transportation engineering professional with significant experience in traffic operations and transportation engineering, and a strong understanding of roadway maintenance, traffic signs and signals, and municipal transit and parking operations. They will possess the technical expertise and sound engineering judgment to lead a complex, multi-division department while ensuring the safe and efficient movement of people and goods throughout the Lafayette parish.

The successful candidate should be a collaborative, forward-thinking leader who embraces change and is energized by the opportunity to strengthen operations, modernize processes, and build a high-performing department. They should be comfortable evaluating existing practices, identifying opportunities for improvement, and implementing innovative, data-driven solutions that enhance efficiency, accountability, and service delivery.

The ideal candidate should be an approachable, decisive leader who communicates effectively with employees, elected officials, developers, consultants, community members, and other stakeholders. They should be able to build trust through collaboration, foster a culture of accountability and continuous improvement, and lead with integrity, transparency, and a commitment to delivering exceptional service to a growing community.

Salary

Lafayette Consolidated Government is offering a salary range between \$140,000 - \$150,000, commensurate with experience, and a comprehensive benefits package.

How to Apply

Interested applicants should forward a cover letter and resume to:

resumes@affionpublic.com
Reference: LCGDTRAB

Affion Public
PO Box 794
Hershey, PA 17033
717-214-4922
www.affionpublic.com



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