



CITY OF ORLANDO TRAFFIC STUDIES MANAGER

MGT

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MGT is pleased to collaborate with the City of Orlando in its pursuit of smarter, safer streets by supporting the search for a Traffic Studies Manager who will bring innovation, strategic insight, and a data-driven approach to urban mobility.

ORLANDO - THE CITY BEAUTIFUL

Orlando may be world-renowned for its theme parks and tourism, but its true vibrancy lies in the everyday experience of living, working, and thriving here. It's a vibrant, forward-thinking metropolitan city, home to 335,000 residents and a global destination that welcomed over 75 million visitors in 2024. From iconic venues that host premier concerts, sports, and cultural events to a dynamic food scene, eclectic neighborhoods, and a spirit of inclusivity - Orlando is a city that welcomes all.

What truly sets Orlando apart is its compassionate, multicultural community—one that champions equality, celebrates diversity, and ensures every resident feels valued, protected, and empowered with opportunity. It's not just a beautiful place to visit, it's a place to live, work and belong.

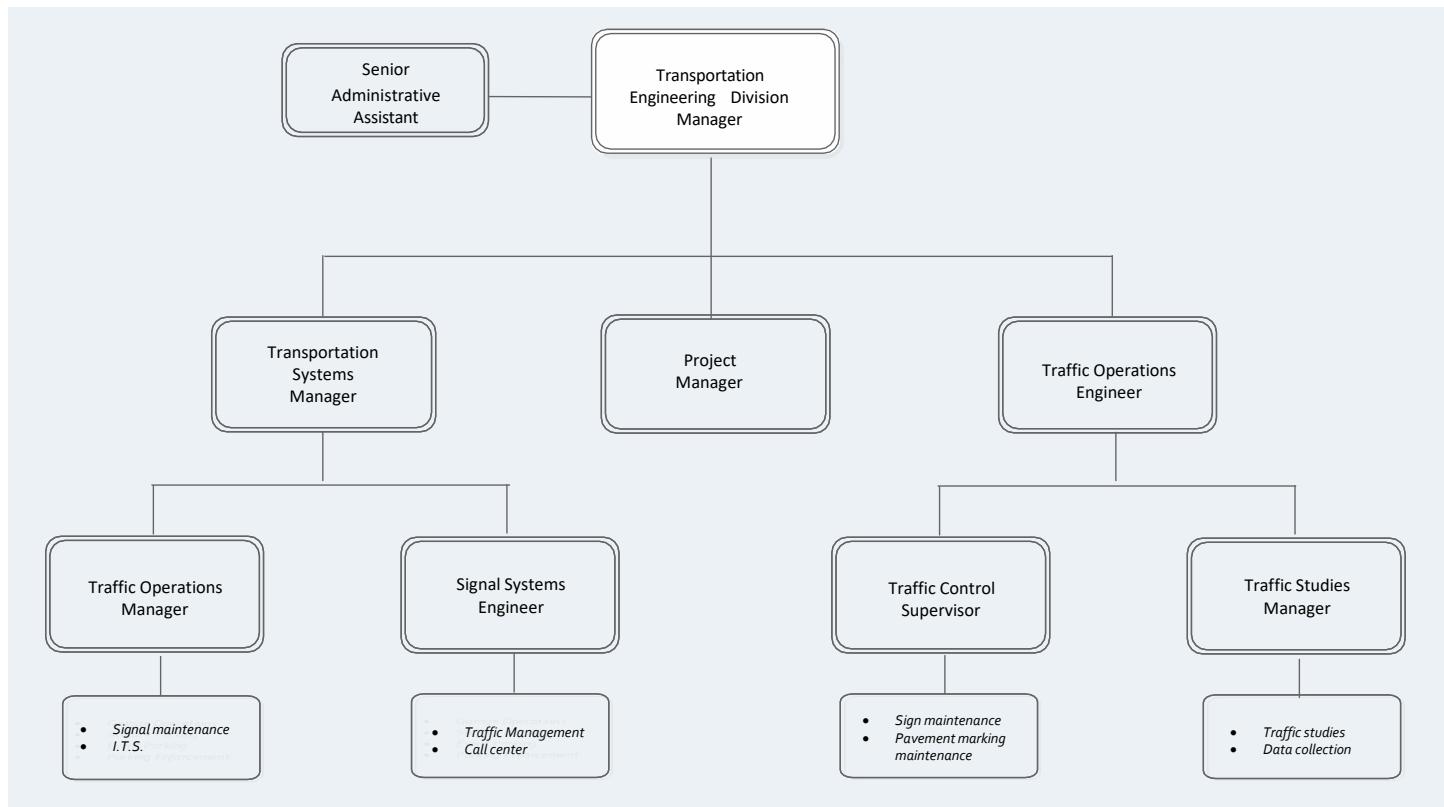


THE DIVISION

The City's Transportation Engineering Division is focused on expanding and enhancing transportation options to connect more residents with access to jobs and opportunities, amenities for an active lifestyle, and alternatives to reduce the impact on the environment.

The division manages traffic control devices, safety analysis, regulations, and signal systems. It oversees Intelligent Transportation Systems (ITS/TSM&O), coordinates with other departments on infrastructure and safety, and actively supports Vision Zero to eliminate traffic fatalities by 2040. In addition, they work closely with: Parking Division, Traffic Signal Maintenance Team and Public Works Engineering Division (for infrastructure coordination)

The position reports to the Traffic Operations Engineer.



THE POSITION

The Traffic Studies Manager leads the strategic planning, execution, and analysis of traffic studies, while overseeing transportation engineering and traffic control initiatives aimed at enhancing roadway safety, operational efficiency, and infrastructure quality. This multifaceted role integrates engineering knowledge, data-driven analysis, and public policy insight to inform decisions on traffic management, and street design.

This newly appointed leader will manage a \$1.4 million budget and lead a team of nine professionals, including four Civil Engineers, four Traffic Analysts, and one Senior Administrative Assistant. The team conducts on average 900 traffic studies annually.

KEY RESPONSIBILITIES

- Oversee traffic study operations:
 - Manage engineers and analysts in traffic analysis, data collection, and operational assessments.
 - Serve as:
 - the subject-matter expert on traffic engineering, safety, and mobility and
 - liaison between city officials, contractors, and the public.
 - Manage budgets, contracts, and consultant deliverables for traffic studies.
 - Review and approve permits, work orders, and invoices.
 - Serve as acting Traffic Operations Engineer when needed
- Lead and manage
 - diverse traffic engineering studies including signal warrants, intersection control evaluations, corridor operations, and neighborhood traffic calming
 - the street lighting program and budget
- Develop performance measures to evaluate traffic safety and efficiency
- Review and approve developer-submitted traffic impact studies for compliance with municipal standards and policies.
- Oversee the development of technical reports and presentations for City Council, Planning Commission, and community stakeholders.
- Direct traffic data collection programs, including turning movement counts, speed studies, crash analysis, and origin-destination surveys.
- Collaborate with MPOs, transit agencies, and state DOTs on multimodal planning, safety initiatives, and long-range transportation strategies.



MINIMUM REQUIREMENTS

- Bachelor's degree in civil engineering or directly related field
- Current Professional Engineer License
- Four (4) years of progressively responsible transportation engineering work
- At least one (1) year of experience in a supervisory, managerial or team lead capacity
- Valid Florida Driver's License or valid license from another state to transfer within 30 days of hire (A valid US driver's license must be presented at time of interview)

PREFERRED QUALIFICATIONS

- Experience with Vision Zero programs, Complete Streets design, and multimodal safety studies.
- Familiarity with Intelligent Transportation Systems (ITS) and smart mobility strategies.
- Professional Traffic Operations Engineer (PTOE) certification.
- Prior experience in a municipal, county, or state transportation agency.

REQUIRED COMPETENCIES

- Strong working knowledge of traffic engineering principles, roadway design standards, and traffic simulation/analysis software (Synchro, VISSIM, HCS, or equivalent).
- Genuine passion for transportation and its role in connecting communities - whether it's getting people to work, school, or everyday errands. Driven by the belief that safe, accessible mobility enhances quality of life, especially for families and children. It's more than a job, it's a purpose!
- A combination of top-tier technical proficiency in transportation engineering with proven leadership in guiding and developing a high-performing professional team.
- Excellent:
 - attention to detail, organizational skills and ability to work independently
 - written and verbal communications and presentation skills with experience engaging elected officials and community groups.
- Ability to manage multiple priorities and lead multidisciplinary teams in a fast-paced, urban environment.
- Proficiency in:
 - budget oversight with a strong ability to balance financial planning and day-to-day management, while intuitively prioritizing initiatives to ensure fiscal responsibility and project alignment.

- understanding of traffic flow theory, roadway design, signal systems, and transportation infrastructure
- analyzing traffic data using tools like Synchro, VISSIM, HCS, or GIS
- identifying traffic and safety issues and developing creative, data-driven solutions and
- presenting technical findings to non-technical audiences, including public officials and community stakeholders.
- Familiarity with standards such as MUTCD, AASHTO, and FHWA guidelines
- Ability to:
 - adapt to emerging technologies and trends in smart transportation and mobility.
 - Interpret crash data, travel demand models, and performance metrics to inform decisions.
 - translate policy goals into actionable engineering and planning strategies.
 - lead cross-functional teams and collaborate with planners, engineers, and public agencies.
 - plan, coordinate, and manage multiple traffic studies and engineering projects.
- Experience with scheduling, and stakeholder coordination.
- Understanding of local, state, and federal transportation regulations and policies.

KEY CHALLENGES

- Evaluating and Prioritizing Backlogged Studies - Assess the current backlog of traffic studies to determine which should advance, be deferred, or discontinued—while identifying priorities for future planning cycles.
- Navigating Complex Stakeholder Dynamics - Leverage strong professional and political acumen to effectively negotiate and align priorities across the section team, the division and department leadership, community stakeholders, and elected officials.
- Accelerating Onboarding and Policy Familiarity - Quickly learn and internalize City of Orlando policies and procedures to take initiative and contribute meaningfully from day one.

PROFESSIONAL OPPORTUNITIES

- Strategic Leadership Role - A prime opportunity for a team leader ready to take ownership of the Traffic Studies section and step in to shape its direction and impact.
- Supportive Culture and Career Growth - Join a collaborative, close-knit team that values internal talent. The City of Orlando is known for promoting from within, and this role offers strong mentorship and visibility that will position the right candidate for future advancement within the department or across city government. The mayor is a strong advocate for internal promotions!
- Balanced Lifestyle in a Dynamic City - Enjoy meaningful, challenging work in a vibrant city where there's always something happening while maintaining a healthy work-life balance that allows time for family, friends, and personal pursuits.



OTHER IMPORTANT INFORMATION

Application Instruction and Deadline Date – Qualified candidates should submit résumé, cover letter, and contact information for four or more supervisory and/or professional references online. The position is open until it is filled, and applications will be reviewed as they are received. The job posting will close once a suitable candidate is identified.

Confidential questions regarding this recruitment may be directed to: Joan Walko, MGT Senior Consultant, (410) 499-9586.

The salary range for the position is up to \$127,000 and the hiring rate will be set depending on qualifications. Salaries above the midpoint range require CAO approval.

Florida Sunshine Laws – Please be aware that all aspects of this recruitment are open to public records requests throughout the process.

The City offers a generous and competitive benefits package – with world-class benefits designed to meet the needs of employees and eligible dependents and add value to their lives. Most benefits are effective on the 31st day of continuous employment. Dental and vision coverage is effective on the 1st day of the month following your 30th day of continuous employment.

The menu includes a comprehensive list of options, including:

- Highly competitive health and welfare benefits including medical, dental, vision, spending accounts, life, and disability insurance. Also eligible for \$350 reimbursement of medical expenses (E.g. routine physical examination, eye examination, glasses, dental).
- Wellness Program (Free health screenings, wellness consultations and exercise classes, workout, weight training and locker room facilities at no cost, wellness incentives, etc.)
- Retirement and Savings Plan 401A (7% City contribution plus up to 3% match)
- For a great work / life balance, the city offers a generous time off program that includes:
 - Personal leave based on seniority (136 to 216 hours) with an additional 24 hours of management leave per year
 - 10 paid holidays and 3 paid floater holidays per year
- Educational Assistance Program – Up to \$1,800 per fiscal year.

For more information about plan highlights, costs, and effective dates, please visit the [City of Orlando Benefits Summary](#).

Veteran's Preference is given according to Florida Law. Please answer the supplemental questions and attach a copy of your DD214 and service-related disability documentation (if applicable) to your application prior to the job posting closing date. If confidential information (E.g. social security number) appears on your form, please make a copy and redact only that information prior to submission.

The City of Orlando provides equal employment opportunities (EEO) to all employees and applicants for employment without regard to race, color, religion, sex (including pregnancy and gender identity), national origin, age, disability, sexual orientation or genetic information.

