TransCore (TCI), a subsidiary of ST Engineering, is seeking a full-time Sr. Director of Operations to join our Intelligent Transportation Systems (ITS) team in the New York City area.

**Job Summary:**The Sr. Director of Operations has direct responsibility for business development, technical direction, and financial management of a portfolio of ITS projects, blending fundamental traffic engineering principles with systems engineering processes to produce the most appropriate applications of core technologies for our customers.  TransCore’s solutions apply industry technologies and our own TransSuite® family of ITS products to deliver customized traffic management solutions that exceed our customers’ expectations.

**The ideal candidate will have the following skills and experience:**

* Progressive track record of project/operations management and business development experience
* Prior experience in the Transportation Sector, specifically involving state/municipal departments of transportation in the New York Metropolitan area (New York City, MTA, PANYNJ, New York State)
* Demonstrated experience developing and managing department-level or higher financial objectives
* 15 years of experience including project and customer management
* New York State Professional Engineer (PE) License is required

**Qualifications:** To perform this job successfully, an individual must be able to perform each essential duty satisfactorily. The requirements listed below are representative of the knowledge, skill, and/or ability required. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

**Supervisory Responsibilities:**Manages 10-50 employees, some through subordinate supervisors. Is responsible for the overall direction, coordination, and evaluation of these units. Carries out supervisory responsibilities in accordance with the organization's policies and applicable laws. Responsibilities include interviewing, hiring, and training employees; planning, assigning, and directing work; appraising performance; rewarding and disciplining employees; addressing complaints and resolving problems.

**Essential Duties and Responsibilities**include the following. Other duties may be assigned.

* P&L responsibility for Northeast United States and Eastern Canada:
	+ Lead development of annual budget plan
	+ Develop and manage backlog to ensure plan revenue flow
	+ Measure, track, and report on cash metrics to include unbilled and AR balances
	+ Ensure appropriate staff to perform backlog efficiently and effectively
	+ Manage direct costs to ensure at or above plan profitability
	+ Manage indirect costs to enhance bottom line/mitigate gross margin shortfalls
* Prepare annual bottoms-up plan forecast and mid-year reforecast:
	+ Identify existing and new business
	+ Identify proper resources to support business forecast
	+ Forecast indirect cost expenditures necessary to support business
	+ Commit to delivery of resulting plan metrics including revenue and EBITDA
* Customer relationship management:
	+ Meet regularly with Management of various customers
	+ Update TransCore management on level of customer satisfaction
* Generate new business to replace backlog expended and grow revenue:
	+ Identify new business opportunities
	+ Assign proposal/bid teams and support development of win strategy
	+ Support proposal/bid development with appropriate resources and input
	+ Serve on review teams to ensure quality of BD deliverables
	+ Win the work required to meet plan objectives
* Manage overall staff resources to meet current needs:
	+ Proactively manage and direct department staff resources to budgeted utilization
	+ Conduct annual performance reviews of direct reports
	+ Hire staff on a timely basis to meet resource/skill needs
	+ Terminate staff as needed for performance/coverage
	+ Recommend salary and bonus actions for Department staff.
* Ensure on-time and on-budget direct project deliveries
	+ Review project status and progress reporting with Project Managers
	+ Develop corrective action plans to address negative variances
	+ Work with customer and staff to mitigate impact of overruns and delays, if any

**Required Education:**

* Bachelors of Science degree in Engineering or related field

**Salary Range:** $190,000 - 225,000 annually, based on qualifications and experience.

**About TransCore:**

TransCore’s expertise includes systems integration, design consulting, operations, maintenance, manufacturing, RFID and satellite communications technologies, and extensive Web-based logistics and transportation management systems.

TransCore offers competitive compensation and an excellent benefit package that includes medical, dental and vision coverage, flexible savings accounts, 401K, Life and AD&D insurance, a comprehensive Paid Leave program, and a Tuition Reimbursement program. Participation is limited to regular full-time employees.

TransCore is proud to support workforce diversity and is a committed equal opportunity/affirmative action employer.  We encourage women and minorities to apply.

To learn more about TransCore please visit us at www.transcore.com.