PTRA – Director of Engineering

Location: Houston, Texas **Department:** Engineering / Maintenance of Way

Position Summary

We are seeking an experienced and results-driven Director of Engineering who will lead PTRA's infrastructure maintenance, engineering, safety, and capital improvement activities, overseeing track, right-of-way, bridges, structures, and buildings. This position directs Maintenance of Way personnel, establishes maintenance priorities, manages budgets and capital projects, and ensures compliance with applicable railroad safety standards and regulations. The Director promotes safety, accountability, infrastructure reliability, and operational efficiency.

Essential Duties and Responsibilities

Engineering and Infrastructure Maintenance

- Direct track, right-of-way, bridge, and structure inspection, maintenance, repair, and construction.
- Establish maintenance priorities and schedules to improve reliability, extend asset life, and minimize service disruptions.
- Ensure timely identification and correction of infrastructure defects and deficiencies.
- Oversee inspections, engineering records, maintenance documentation, and emergency response.
- Provide technical guidance and implement improved maintenance practices and asset management methods.

Safety and Regulatory Compliance

- Maintain accountability for departmental safety performance and enforce railroad safety rules and procedures.
- Ensure compliance with applicable FRA regulations, track safety standards, roadway worker protection requirements, and AREMA standards.
- Develop corrective action plans, coordinate technical training, and promote a proactive safety culture.

Leadership and Workforce Management

- Lead and manage Maintenance of Way personnel, supervisors, and technical professionals.
- Establish performance expectations, manage staffing, and conduct performance evaluations.
- Administer applicable labor agreements and maintain effective relationships with union representatives.

Capital Planning and Administration

- Assist with annual operating budgets, maintenance plans, and capital improvement programs.
- Prioritize infrastructure investments based on safety, condition, operational needs, and long-term objectives.
- Manage projects, contractors, labor, equipment, materials, and expenditures to meet established budgets and schedules.
- Maintain regulatory and project records and coordinate with agencies, customers, contractors, and other stakeholders.
- Conduct field inspections and oversee work at PTRA operating locations.

Required Qualifications

- Minimum five years of progressive railroad engineering or Maintenance of Way experience, including field and management responsibilities.
- Experience leading infrastructure maintenance, repair, construction, or capital improvement projects.
- Thorough knowledge of railroad track construction, inspection, maintenance, and repair.
- Working knowledge of FRA regulations, roadway worker protection, AREMA standards, and railroad safety practices.
- Experience with budgeting, maintenance planning, project management, resource allocation, and cost control.
- Strong leadership, communication, organizational, and problem-solving skills.
- Proficiency in technical reporting, recordkeeping, and performance evaluation.
- Valid driver's license and acceptable driving record.

Preferred Qualifications

- Bachelor's degree in engineering or a related field; equivalent railroad engineering experience may be considered.
- Experience managing railroad property, maintenance teams, capital programs, or contractor-led projects.
- Experience working with unionized employees and administering labor agreements.
- Familiarity with signal and communication infrastructure, asset management systems, and maintenance planning tools.
- Qualification under 49 CFR § 213.7 relating to continuous welded rail.
- Demonstrated success improving infrastructure reliability, safety, and cost efficiency.

Key Performance Expectations

Success will be measured by the ability to:

- Maintain a strong safety culture and regulatory compliance.
- Improve infrastructure reliability and maintenance effectiveness.
- Complete projects safely, on schedule, and within budget.
- Efficiently manage departmental resources and develop effective field leadership.
- Strengthen coordination with employees, labor representatives, regulators, contractors, and other departments.

Work Environment

This position combines office-based planning with field oversight of railroad infrastructure and maintenance. Duties require outdoor work in varying weather, walking on uneven terrain, accessing railroad tracks and facilities, and responding to emergencies outside normal business hours. This is a safety-sensitive position in a 24/7/365 operating environment. Essential functions must be performed with or without reasonable accommodation.

Benefits

PTRA offers a competitive benefits package, including an employer-matching 401(k), Railroad Retirement, medical, dental and vision coverage, employer-paid life and disability insurance, annual incentive compensation, and paid time off.

Submit resumes or inquires to officerresume@ptra.com.