

## ***JOB DESCRIPTION***

### **NATIONAL ASPHALT PAVEMENT ASSOCIATION DIRECTOR OF PAVEMENT ENGINEERING & INNOVATION**

The Director of Pavement Engineering & Innovation reports to the Vice President for Engineering, Research, & Technology.

#### **ORGANIZATION BACKGROUND**

The National Asphalt Pavement Association (NAPA) is a 501(c)6 organization located in Greenbelt, MD, near Washington, DC. It is the only trade association that exclusively represents the interests of asphalt pavement material producers and paving contractors on the national level with Congress, governmental agencies, and other national trade and business organizations. NAPA supports an active engineering, research, and technology program designed to answer questions about technical, health and safety, and environmental issues and to improve the quality of asphalt pavements and paving techniques used in the construction of roads, streets, highways, parking lots, airports, and environmental and recreational facilities. The association provides technical, educational, and marketing materials and information to its members, and supplies technical information to users and specifiers of paving materials. The association, which counts more than 1,100 companies as its members, was founded in 1955.

#### **NAPA MISSION & STRATEGIES**

NAPA's mission is to maintain and increase the market for asphalt pavements through increased infrastructure funding, research and technology for sustainability and improved performance, market development, and outreach. Specific strategies include:

- **Safeguard Longevity & Foster Growth:** Engage and educate stakeholders, such as pavement owners, policy makers, and highway and road users, to advance asphalt as the pavement of choice for mobility solutions.
- **Advance Quality & Innovation:** Broaden knowledge and use of best practices by leading the industry in technical expertise, research, education, and other tools.
- **Advocate on Behalf of the Industry:** Engage with federal-level policy makers and educate the general public, in collaboration with other organizations, to advance legislation and regulation supportive of transportation infrastructure investment.
- **Support Environmental Health & Safety Excellence:** Assist members to protect workers, improve environmental performance, and ensure regulatory compliance while also educating roadway users and other stakeholders on work zone safety.

- **Strengthen Resources & Provide Support for Workforce Needs:** Raise the profile of career opportunities and professional development in the asphalt pavement industry.
- **Increase Member Involvement:** Deepen member engagement and reach new members through outreach and support, networking opportunities, communications, and member service programs.
- **Advance Association Excellence:** Provide superior financial, operational, and people stewardship for the association.

### **Engineering, Research & Technology Unit Description**

NAPA's engineering, research, and technology (ERT) capabilities provide our members with the information needed to develop and refine new pavement technologies that deliver the pavements America needs. ERT creates programs, materials, and content for supporting asphalt pavement market share, gaining new markets, and increasing competitiveness for the asphalt pavement industry. ERT also supports the Asphalt Pavement Alliance in deploying asphalt technologies.

ERT leads NAPA strategies for advancing asphalt technologies for value, quality, and innovation, which includes rapid deployment and adoption of innovations. Information provided to our members can include new uses for asphalt, updates on developing and refining new pavement technologies, procedures for asphalt production and paving, and comparisons of various materials and mix designs, etc. ERT also leads NAPA efforts for education and training and technical support for our membership. NAPA prepares timely special reports and publications on critical issues for the asphalt pavement industry. Part of the engineering mission of NAPA is technology transfer, which is provided through online training for the asphalt industry, as well as technical conferences.

NAPA has also taken the leadership role in the area of research and development with the establishment of the National Center for Asphalt Technology and Auburn University in Alabama, a project funded through the NAPA Research and Education Foundation, a 501(c)3 organization. The ERT staff works very closely with NCAT on research and technology.

### **PARTNERS**

NAPA engages in industry alliances with the State Asphalt Pavement Associations, the National Center for Asphalt Technology, the Asphalt Institute, the Federal Highway Administration, and the Federal Aviation Administration.

### **NATURE OF DUTIES FOR**

## **DIRECTOR OF PAVEMENT ENGINEERING & INNOVATION**

The employee serves as a director of pavement engineering and innovation within NAPA's Engineering, Research, and Technology area. The incumbent reports to and is expected to work closely with the Vice President for Engineering, Research, & Technology on technical issues related to maintaining and growing pavement market share and innovations related to asphalt mixtures with the objective of identifying, developing, and leading programs that will assist the membership in meeting the economic and technical challenges and demands of the future. This individual will assist the VP for Engineering, Research, & Technology in the management and execution of NAPA's organizational strategies related to market share, competitiveness, sustainability, and technology innovation, and will maintain positive working relationship with various groups, and manage and participate on NAPA committees and task forces.

Specifically, the employee will lead NAPA's strategies to advance asphalt technologies for value, quality, and innovation, as well as support deployment and rapid adoption of innovations. These goals will be achieved by:

1. Identifying, creating, leading, and managing programs, projects, and technical content to support market share, gain new markets, and increase competitiveness. Additional duties include but are not limited to:
  - Serving as a project manager or principal investigator for pavement-related programs and projects;
  - Implementing strategic initiatives;
  - Lead projects for established committees, subcommittees, and task forces;
  - Program coordination with NAPA members, other NAPA staff, and external organizations;
  - Assist the Asphalt Pavement Alliances (APA) as a technical resource and participate in committees and task forces as a NAPA representative as needed;
  - Other assignments as directed by NAPA's Vice President of Engineering, Research, & Technology.
2. Identify, develop, lead, and manage innovative technical programs. Additional duties include but are not limited to:
  - Identify and prioritize critical research, innovation, and implementation needs;
  - Manage programs and projects for applied practical research in asphalt materials and pavement engineering;

- Program advice and assistance for pavement technology, development, implementation, and deployment;
  - Development and management of innovative tools, such as mobile apps, etc.;
  - Lead projects as directed under the Airport Asphalt Pavement Technology Program.
  - Represent NAPA at meetings and conferences.
3. Provide support to advance sustainable pavements by leading efforts in NAPA's The Road Forward initiative:
- Provide technical support as needed to the Sustainability Committee to understand technical implications of sustainability initiatives.
  - Provide support as needed to align Life-Cycle Cost Analysis (LCCA) and Life Cycle Analysis (LCA) activities and guidance.
  - Other sustainability related assignments as directed by Vice President of Engineering, Research, & Technology.

#### KNOWLEDGE, ABILITIES AND SKILLS

This position requires an individual who is a progressive thinker, one who strives to improve existing systems and procedures, and one who will develop new ideas that will benefit the industry and improve the image and position of NAPA. Excellent verbal and written communication skills and the ability to maintain effective working relationships, along with a take-charge attitude, are essential for this position. Specific attributes include:

- Extensive knowledge of the principles and practices of asphalt mixture technology as applied to the engineering, construction, maintenance, and rehabilitation of asphalt pavements.
- Be a dynamic and enthusiastic communicator with excellent writing and speaking skills and the ability to communicate ideas and findings through written and oral communication.
- Be proficient in public speaking.
- Be able to travel as needed including potential international travel.
- Be able to establish and maintain effective working relationship with owners, senior management, and staff of NAPA member firms, other associations' staff, and with business/professional contacts.
- Be highly customer-focused.

- Be a progressive thinker with the ability to generate original or innovative ideas, display initiative, and conceptualize programs that will benefit the industry.
- Be able to estimate needed resources and maintain budgets.
- Exercise judgment and initiative in performance of job tasks and responsibilities.
- Be an effective planner and organizer with close attention to details. Be able to manage multiple priorities.
- Be a highly motivated self-starter, dynamic team player with the ability to accept responsibility.
- Formulate action plans with defined objectives, targets, and responsibilities to support agreed upon objectives by the membership.
- Knowledge of testing equipment and procedures that relates to asphalt pavement materials.
- Working knowledge of competitive pavement technologies, such as PCC, chip seals, etc.
- Working knowledge of computer-based software for word processing, data management, and presentations is necessary.
- Leading, guiding, directing, and evaluating the work of contractors, consultants, and others that perform technical work for NAPA.

#### ADDITIONAL KNOWLEDGE, ABILITIES, AND SKILLS DESIRED

- Must be considered a technical expert or authority in asphalt pavements.
- Must be able to formulate and implement the strategic plan(s) that guides their area of responsibility and the ability to achieve the organization's overall strategic goals and resource requirements as determined by NAPA's strategic plan and evaluation success.
- Must demonstrate the ability to contribute at the executive level by working across all areas of NAPA and be able to develop, engage, and promote the objectives of the organization to members and staff. Must be able to lead, guide, direct, and evaluate the work of other NAPA staff, committee, and task group members.
- Must demonstrate leadership and the ability to oversee operations in his or her area.
- Must demonstrate the ability to be decisive, including making difficult decisions and being accountable.
- Must be adaptable and flexible to changing needs and able to deal with

ambiguity.

- Must be versatile; i.e., has had multiple roles, understands the asphalt pavement business and market and external environment and impact on business, identify opportunities for markets, new industry developments, and can critically analyze and evaluate areas outside of his or her own expertise.

### **EDUCATION AND EXPERIENCE**

- Graduate from an accredited college or university with at least a Bachelor of Science in Civil Engineering or a related engineering field. An advanced degree in pavement engineering or a related subject is preferable.
- A minimum of 5 years (director level) experience in the field of road paving materials, with special emphasis on pavement engineering, materials, manufacture and construction of asphalt mixtures and pavements.

### **ABOUT NAPA**

The National Asphalt Pavement Association (NAPA) is a 501(c)6 organization located in Greenbelt, MD, near Washington, DC. It is the only trade association that exclusively represents the interests of asphalt pavement material producers and paving contractors on the national level with Congress, governmental agencies, and other national trade and business organizations. NAPA supports an active engineering, research, and technology program designed to answer questions about technical, health and safety, and environmental issues and to improve the quality of asphalt pavements and paving techniques used in the construction of roads, streets, highways, parking lots, airports, and environmental and recreational facilities. The association provides technical, educational, and marketing materials and information to its members, and supplies technical information to users and specifiers of paving materials. The association, which counts more than 1,100 companies as its members, was founded in 1955.

The National Asphalt Pavement Association is an Equal Opportunity Employer. All qualified applicants will receive consideration for employment without regard to sex, gender identity, sexual orientation, race, color, religion, national origin, disability, protected Veteran status, age, or any other characteristic protected by applicable law.

### **TO APPLY**

Send cover letter and resume to [HR@asphaltpavement.org](mailto:HR@asphaltpavement.org).