

Who We Are:

TEI Planning +Design is a transportation-focused consulting firm dedicated to delivering innovative, people-centered mobility solutions. We work closely with public agencies, municipalities, and private clients across Texas and beyond. Our team thrives on collaboration, technical excellence, and meaningful impact on communities.

Position Summary

Principals at TEI are senior leaders who serve as the backbone of our project delivery, client relationships, and firm growth. A Principal is expected to demonstrate leadership across three core areas:

- **Project Leadership** — Leads project teams as Principal-in-Charge (PIC), Project Manager, Project Advisor, or another defined role. Responsible for overseeing all project-related work, maintaining high-quality deliverables through QA/QC processes, managing client relationships, and ensuring contract compliance from proposal through close-out.
- **Firm Leadership** — Actively generates new and repeat work aligned with TEI's strategic vision. Holds a leadership position (Office Lead, Practice Lead, and/or Development Lead) and works collaboratively with Executive leadership on financial goals, strategic planning, and company-wide resource allocation.
- **Client & Mentor Leadership** — Maintains deep relationships with key clients and strategic partners. Guides and mentors all levels of staff, articulates TEI's core values, and actively transfers knowledge and client relationships to the next generation of firm leaders.

Responsibilities

Project Leadership

- Lead project teams as PIC, Project Manager, Project Advisor, or other appropriate role depending on project size and scope
- Oversee and review work product from all team members assigned to a project
- Train, support, and guide team members throughout project execution
- Implement QA/QC processes that ensure consistently high-quality deliverables
- Develop and manage client relationships, proactively addressing client needs
- Serve as the primary responsible party for project proposals and contracts (with Executive Team support); contracts and proposals are signed by Principal or higher
- Understand all contract elements to ensure alignment, compliance, and proper billing
- Finalize project proposals, fees, and budgets
- Monitor and manage project execution, both technical and financial, throughout project lifecycle
- Guide staff on project billing procedures, processes, and standards
- Apply project management best practices for consistency (e.g., Project Diary)

Firm Leadership

- Responsible for generating work with new and existing clients that aligns with TEI's strategic vision
- Lead proposals and/or business development efforts appropriate to project topic and role; include leading client interviews and presentations
- Hold a firm leadership position such as Office Lead, Practice Lead, and/or Development Lead
- Maintain awareness and support of ALL company projects; work as a team to allocate time and resources to achieve company goals
- Collaborate with Executive leadership on strategic planning and firm-wide visioning
- Work with other Principals and Executive leadership to ensure company financial goals are met through backlog generation and revenue growth
- Serve as a recognized firm leader on key technical or industry topics; promote these competencies internally and to clients
- Develop and execute the annual Professional Review Process

Principal, Design Team



Client & Mentoring Leadership

- Responsible for generating work with new and existing clients that aligns with TEI's strategic vision
- Lead proposals and/or business development efforts appropriate to project topic and role; include leading client interviews and presentations
- Hold a firm leadership position such as Office Lead, Practice Lead, and/or Development Lead
- Maintain awareness and support of ALL company projects; work as a team to allocate time and resources to achieve company goals
- Collaborate with Executive leadership on strategic planning and firm-wide visioning
- Work with other Principals and Executive leadership to ensure company financial goals are met through backlog generation and revenue growth
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Examples of Projects & Responsibilities

Depending on your area of expertise and the projects you lead, your work at TEI may include:

- Leading intersection and corridor traffic analyses
- Directing microsimulation of isolated intersections, corridors, and area-wide networks
- Guiding development of roadway cross-sections, schematic design, and PS&E production
- Reviewing site development plans and overseeing Traffic Impact Analysis (TIA) reports
- Leading optimization of traffic signal timing plans, including priority and pre-emption strategies
- Identifying and analyzing safety improvements using the Highway Safety Manual and related tools
- Directing detailed design of traffic signals, bikeways, pedestrian facilities, transit stops, and safety-focused intersection improvements
- Establishing and enforcing project management standards and best practices across your teams
- Collaborating firm-wide to appropriately staff projects and manage client commitments

Qualifications

TEI Principals bring a comprehensive, practical command of transportation planning and engineering — with the analytical judgment, leadership presence, and client acumen to deliver complex projects and grow the firm. Successful candidates will have demonstrated experience in several of the following areas:

Technical Expertise:

- Traffic signal timing plans and phasing optimization
- Trip generation analysis for mixed-use and complex facilities
- Microsimulation of transportation facilities (VISSIM or comparable)
- Intersection design including signalized intersections, innovative intersections, and roundabouts
- Proficiency with industry standards and guides including MUTCD, Highway Capacity Manual, AASHTO and TxDOT Design Standards, and NACTO Design Guides

Required Qualifications

- Professional Engineer (PE) license in Texas, or ability to obtain Texas reciprocity within six months
- 10+ years of transportation engineering or planning experience, with significant project management and business development responsibility
- Experience leading the development of project PS&E packages
- Experience providing construction phase services for self-designed projects
- Proven ability to lead and grow client relationships and generate new work
- Demonstrated success in mentoring and developing staff
- Excellent written, verbal, and interpersonal communication skills
- Strong organizational skills with the ability to manage multiple projects and priorities simultaneously
- Demonstrated proficiency with Microsoft Office Suite and Bluebeam
- Proficiency in MicroStation and/or other CAD software
- Proficiency in traffic modeling software (e.g., Synchro and/or VISTRO)
- Experience with VISSIM and Adobe Creative Cloud is a plus

Why TEI?

At TEI, our Principals are more than senior staff — they work alongside a passionate team of engineers, planners and innovators to help set the tone for our culture, develop client relationships and selection of the projects we choose to work on in the communities that we live in. We offer competitive compensation, benefits and a voice in firm strategy, to build a platform for the career and team you envision.

What Can We Offer for All Your Hard Work?

TEI offers competitive pay within our industry. Salary is dependent on the individual’s qualifications, position, and experience. Start dates are typically flexible.

Benefits include medical insurance, commuting benefits, professional development training support, and a retirement program. Other benefits of the position include a dynamic work environment and a fun, collaborative office culture.

Inclusivity and Diversity Statement

TEI welcomes and celebrates individuals of all backgrounds, orientations, and identities. We strongly encourage applications from Black, Indigenous, People of Color (BIPOC), women, LGBTQ individuals, and people with disabilities. Our company has a vital interest in maintaining a fair and equal opportunity working environment.

How to apply:

Please visit teiconnects.com/careers and click on the position you’re interested in. Use the online submission form to apply.

Location:

TEI operates from our office in Houston, Texas at:

712 Main Street, Suite 950
Houston, Texas 77002

