



NCSITE Mentoring Program

Mentor Resume:

Justin Carroll, PE

Deputy Director

Charlotte Department Of Transportation

Charlotte, NC

Contact Information: Justin.Carroll@charlottenc.gov
980-748-0237

Educational Background:

- BS in Civil Engineering (UNC-Charlotte 1999)
- MS in Civil Engineering (UNC-Charlotte 2003)
- Municipal and County Administration (UNC School of Government 2025)

Work Background:

- 25 total years of public and private experience in traffic engineering, transportation planning, signal design, traffic forecasting, capacity analyses, project management, and business development.
- 17 years of combined public service for the City of Charlotte and Town of Huntersville.
- 7 years (and counting) City of Charlotte. Currently co-lead the Department as Deputy Director guiding over 400 employees to a successful career. Participated in the formation of the Strategic Investment Area (SIA) pilot program leading to the successful passing of the Mecklenburg County one cent mobility tax.
- 10 years Town of Huntersville. Was the first Traffic Engineer for the Town. Managed engineering staff to ensure plan review and traffic studies are delivered on time, acted as liaison between Town Engineering and Planning Departments to help in consensus building, responsible for reviewing all developer plans, roadway plans, and traffic impact analyses to ensure that the Town's goals and visions were met, responsible for drafting and administering the Town's first traffic calming policy, count program, and roadway striping and signage programs, worked in partnership with local and state NCDOT officials to coordinate projects, obtain encroachments and provide feedback on NCDOT maintained roadways.
- 8 years of private consulting with STV. Principal/Engineering Director of Transportation. Lead STV's North Carolina transportation engineering operations which focused on serving NCDOT, Charlotte DOT, CLT Airport, municipal clients, and private developers, responsible for business development, managing clients, project management, ensuring budgets and schedules were being met, and staff mentoring and development, directly managed technical staff responsible for traffic forecasting, safety/crash analyses, multimodal capacity analyses, traffic impact analyses, traffic signal and



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ITS/communication designs, specialize in alternative intersection analysis and concept design.

Career Volunteer Background:

- Member, North Carolina Section of the Institute of Transportation Engineers
- Section Director, 2012-2014
- Treasurer/Finance Committee Chair-*For Life*, 2014 - Current
- Strategic Initiatives Council Member, 2021- Current

What's different about me:

- 25 years of both public and private experience that allows a unique perspective on how both types of organizations operate effectively
- Project experience range from local government, state, MPO, aviation, and private sector

What I can offer to a Protégé:

- Relevant expertise and knowledge of transportation engineering and aviation along with the enthusiasm for sharing those experiences
- An immense network of public and private professionals to connect the protégé with to broaden their network
- Skills in effective communications and social networking
- The ability to give honest and direct feedback
- Treat everyday as an interview

I attribute my success to the following:

- Establishing a network of mentors early in my career and realizing the quote "It's not what you know, it's who you know" actually has some truth to it
- Realizing what my weaknesses are and rely on others who have those strengths
- Being able to relate and sympathize with all members of an organization
- Being humble and not taking myself too seriously

Other Passions/Hobbies/Interests:

- Grouse/Woodcock/Quail hunting with my German Shorthair Pointers – Spencer and Dale
- Flying my 1978 Piper Lance II to destinations with my wife, friends, and dogs. (Not necessarily all at the same time)
- Hanging out at Badin Lake on the pontoon boat
- Collecting and sipping on bourbon
- Grilling/Smoking/Eating most any type of meat