



INNOVATION • BALANCE • COLLABORATION

SENIOR TRAFFIC ESTIMATOR

CLIENT

[IBC Traffic, Inc.](#) is a trusted leader in traffic control and pavement marking solutions, proudly serving the Kansas City metro and surrounding regions. With a focus on safety, precision, and reliability, we partner with municipalities, state departments of transportation, and private contractors to support critical infrastructure projects across Kansas and Missouri.

Services include full-service temporary and permanent traffic control, emergency response, certified flagging crews, traffic control planning and permitting, and pavement striping for roads, parking lots, and runways. We also offer a broad inventory of rental equipment, including truck-mounted attenuators, message and arrow boards, temporary signals, and more.



Recognized for its rapid response, field-driven problem solving, and consistent delivery of high-quality work, IBC Traffic brings the agility of a local partner together with the resources of a large-scale operation—making us the trusted choice for complex, time-sensitive projects.

With a culture grounded in teamwork, integrity, and a commitment to innovation, IBC Traffic



values individuals who take pride in their work, support their teammates, and uphold our reputation for safety and professionalism on every job site.

At IBC Traffic, you are not just part of a crew, you're part of a company that's building safer roads and stronger communities, one project at a time.

WHY IBC TRAFFIC?

At IBC Traffic, Inc. (“IBC Traffic”), your work has visible impact—you help keep roads safe, projects on track, and communities moving. We offer more than just a job; we offer a team-driven environment where reliability, hard work, and initiative are truly valued. You'll be part of a company that invests in its people, provides hands-on training, and gives you the tools to grow your skills and advance your career. You'll work alongside people who take pride in what they do and have each other's backs. If you're looking for a place where your contribution matters and every day brings something new, IBC Traffic is a great place to build a long-term career.



RESPONSIBILITIES

Where many organizations are looking for a “typical” Estimator, IBC Traffic’s needs center around how to grow the organization and leadership in the most sustainable way possible. The Senior Traffic Estimator is a team player who can communicate throughout the organization and can assist with design, execution, and implementation as needed.

As Senior Traffic Estimator, you'll lead the development of accurate, competitive proposals for traffic control and striping projects while building and maintaining strong client relationships. This high-impact role is a strategic partner to our operations team, playing a central part in IBC’s continued growth and success.

You'll be responsible for aligning estimates with company values, minimizing risk through thoughtful planning, and supporting project success with detailed work hour projections, task sequencing, and budget development. At the same time, you will help ensure compliance with MUTCD standards and apply best practices to keep IBC innovative, efficient, and competitively priced.

This role is ideal for someone with a hands-on, solutions-oriented minded, comfortable navigating between spreadsheets and job sites, collaborating across teams, and taking full ownership of their work. If you're someone who delivers with precision, thrives under pressure, and isn't afraid to roll up your sleeves, you'll fit right in. Duties include:

Estimating & Bidding

- Evaluate bid specifications and drawings to ensure a complete understanding of project requirements.
- Prepare full estimates for complex work, focusing on striping, permanent signage, and temporary traffic equipment rental.
- Bid on projects for MoDOT, KDOT, and KCMO.

- Review material and labor requirements and prepare itemized proposal lists.
- Compute cost factors to support planning, scheduling, bidding, vendor selection, and cost-efficiency analysis.
- Create and review proposal strategy with the COO before submission.
- Promptly provide quotes for daily rental services.

Cost Analysis & Process Improvement

- Identify cost trends to support cost reduction and process improvements.
- Conduct special studies to establish standard hour/cost data and improve cost efficiency.
- Analyze completed projects to compare estimates with actuals and identify discrepancies.
- Maintain a centralized cost estimating database to leverage historical data.
- Recommend improvements to estimating procedures to reduce future variances.

Project Administration & Coordination

- Respond to and follow up on RFOs, RFIs, ASIs, and change orders.
- Attend pre-bid, project update, and closeout meetings.
- Provide input on construction projects and assist in reporting progress to operations.
- Communicate addendums and job changes to the operations team and trade partners.

Client & Vendor Relations

- Consult with clients, vendors, and stakeholders to resolve estimate-related issues.
- Cultivate relationships to generate new business opportunities.
- Manage communication from client introduction through project scheduling with the Traffic Control Project Manager.

General Duties

- Exercise initiative and perform other duties as needed to support organizational goals.

EDUCATION AND EXPERIENCE

- 3+ years of estimating experience in traffic control, striping, and signage projects, including DOT and municipal work; or 5+ years combined field and estimating experience.
- Proficient in blueprint review and map creation for permit applications and equipment placement.
- Knowledgeable in pavement markings and daily traffic equipment rental set ups.
- Experience with Stack Takeoff, Inverion RapidPlan Traffic Control, or similar software; proficient in Microsoft Office Suite and scheduling tools.
- Strong project management capabilities with the ability to manage multiple bids and timelines concurrently.

- Skilled in job costing and budget development to support bid accuracy and cost control.
- Deep understanding of MUTCD (Manual on Uniform Traffic Control Devices) standards with experience applying them to map creation and competitive bid strategies.
- Analytical thinker who gathers and synthesizes complex data to design effective workflows and solutions.
- Collaborates effectively with internal and external stakeholders to resolve challenges and enhance operational performance.
- Highly detail-oriented and reliable, with a strong focus on accuracy, initiative, and meeting deadlines.

PERSONAL CHARACTERISTICS

- Brings strong conceptual and strategic thinking to help shape the organization for today's needs while preparing for future challenges.
- Combines big-picture vision with tactical execution—critical for a growing, entrepreneurial environment like IBC.
- Partners with the operations team to set a clear, forward-thinking direction that drives progress and innovation.
- Applies sound operational judgment to ensure implemented practices positively impact the entire organization and support continued growth.
- Anticipates project needs and clearly communicates equipment and staffing requirements to keep operations running smoothly.
- Adaptable and solution-oriented, able to adjust approach to navigate change, delays, and unexpected challenges effectively.
- Effective communicator, presenter, and organizer who can multitask and close the circle on tasks started.
- Disciplined and decisive self-starter with a forward-thinking mindset, strong work ethic, high energy, and a passion for driving results.



GREATER KANSAS CITY AREA

This position will office in the corporate office in Kansas City, Missouri.

COMPENSATION

Compensation will be market-based, corresponding to the experience level, credentials, and personal characteristics of the candidate. A base salary will be supplemented by participation in a short-term incentive program. A full range of employee benefits will be

offered to the successful candidate including: a 401(k) plan (matching provision); health, life, and optional disability insurance; vision and dental coverage.

APPLICATION PROCESS

CBIZ Talent and Compensation Solutions, an executive search firm, is assisting IBC Traffic with this important search. All calls and inquiries should be made through the search firm. Nominations and applications will be held in confidence. Review of applications will begin immediately and will continue until the position is filled.

NON-DISCRIMINATION

Our client and CBIZ Talent and Compensation Solutions firmly support the principle and philosophy of equal opportunity for all individuals, regardless of age, race, gender, creed, national origin, disability, veteran status, or any other protected category pursuant to applicable federal, state, or local law.

CBIZ TALENT & COMPENSATION SOLUTIONS

700 West 47th Street, Suite 1100

Kansas City, MO 64112

Phone: 816.945.5400

www.cbiz.com

Leslie Shaw, Executive Search Consultant

lshaw@eflassociates.com

Bailey Brier, Talent Acquisition Manager

Bailey.brier@eflassociates.com