



Standard Conditions of Employment

- Driver's record check will be conducted by the Department. Satisfactory driving records are required for driving state or personal vehicles and motor driven equipment to conduct agency business.
- External final applicants for any department position who could potentially be required to drive for the department must pass a drug test prior to employment and will be subject to reasonable cause testing during employment.
- External final male applicants who are 18-25 years of age will be required to furnish proof of registration or exemption from registration with the Selective Service System.
- Successful completion of a post-offer/pre-employment physical exam at the employer's expense is required.
- If hired, employee must provide document(s) within three (3) days of hire date that establish identity and employment eligibility. A complete list of acceptable documents is on file with the local Texas Workforce Commission office or <http://www.twc.state.tx.us/>.
- Department employees or family members will not have, either directly or indirectly, any financial or other personal interest in a department (or a TxDOT) contract or subcontract of any kind. A contract may not be awarded to an entity that is owned in whole or in part by any TxDOT employee or immediate family member.
- As part of its employment process, TxDOT may procure or have prepared a criminal background check. An applicant with an unsatisfactory criminal background check report is ineligible to be hired for the position for which the report is initiated.