**PERSON SPECIFICATION – DEVENG STRUCTURAL ENGINEER POST REFERENCE: 106762**

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| **Requirements** | **At band** | **Essential** | **Desirable** |
| * **Educational/vocational/ occupational qualifications and/or training** * **Specific qualifications (or equivalents)** | Band 7 | Must have completed BTec Ordinary National Certificate in Civil Engineering or a construction related discipline  Must be enrolled on / ready to enrol on HNC/HND in Civil or Structural Engineering (F) |  |
|  | Band 8 | Must be working towards HNC/HND in Civil or Structural Engineering (F) |  |
|  | Band 9 | Must have completed HNC/HND in Civil or Structural Engineering (F) |  |
|  | Band 10 | Must be enrolled on / ready to enrol on BEng or in the process of obtaining IEng Status (F) |  |
|  | Band 11 | Must have completed BEng (F) |  |
|  | Band 12 |  | Working towards Chartered Engineer status |
| * **Work or other relevant experience** | Band 7 |  | Recent experience of dealing with the design and construction of civil engineering projects (F) (I)  Experience of undertaking minor works delegated by senior colleagues requiring the formulation and execution of plans / schemes of work (F) (I)  Experience of giving assistance in one area of assessment: evaluation of Dangerous Structures / buildings for demolition purposes; highway culverts; land drainage problems; coastal protection structures; critical ordinary watercourses (DEFRA High Level Targets) (F) (I)  Experience of supervising with delegated authority of small civil / structural engineering sites as Assistant RE (F) (I)  Experience of preparing reports and performance indicators, conducting consultations and preparing written responses to enquiries (F) (I) |
|  | Band 8 | Experience of one of the following:   * taking responsibility for an area of assessment (F) (I) * supervising with delegated authority either significant (>£100k) civil / structural engineering sites as Assistant RE, or small site as RE (F) (I)   Experience of assisting in the design of civil / structural and environmental engineering projects (F) (I) |  |
|  | Band 9 | Experience of leading on the design of at least one category of small civil/structural engineering and environmental projects and monitoring the contract budget (F) (I) |  |
|  | Band 10 | Experience of carrying out inspections and reporting on the condition of structures, under supervision (F) (I) |  |
|  | Band 11 | Experience of taking personal responsibility for undertaking each of the following:   * inspections (F) (I) * measures, surveys and valuations (F) (I) * design of structural and environmental engineering projects (F) (I) |  |
|  | Band 12 | Experience of leading on project management (F) (I)  Experience of preparing reports and designs, engineering drawings and calculations, risk assessments and method statements (F) (I)  Experience of providing valuations, cost monitoring, projected cash flows and budgetary control of various projects (F) (I)  Experience of inspection of works plus qualitative and quantitative assessment of work (F) (I) |  |
| * **Skills, abilities, knowledge and competencies** | Band 7 | Experience in using Microsoft programmes such as Word, and Excel within an office environment (F) (I)  Good working knowledge of Autocad (F) (I)  Ability to undertake numerical analysis (F) (I)  Ability to produce short written reports (F) (I) | Knowledge of other design software (F) (I)  Detailed understanding of internal policy, external regulations and statutory requirements relating to civil / structural / environmental engineering (F) (I) |
|  | Band 8 | Ability to interpret internal policy, external regulations and statutory requirements relating to civil / structural / environmental engineering to meet specific circumstances (F) (I)  Design skills involved in civil / structural / environmental engineering projects (F) (I) |  |
|  | Band 9 | Detailed understanding of internal policy, external regulations and statutory requirements relating to civil / structural / environmental engineering (F) (I) |  |
|  | Band 10 |  |  |
|  | Band 11 |  |  |
|  | Band 12 |  |  |
| **General competencies** | Band 7 | Ability to work to deadlines (F) (I)  Good attention to detail (F) (I)  Ability to work as a member of a team (F) (I) (R)  Ability to travel round the borough independently (F)  Ability to physically inspect large structures such as bridges and buildings throughout the town (F) (I) (R)  Good oral and written communication skills (F,I)  Ability to plan ahead (F) (I)  Ability to respond appropriately to technical enquiries and give clear technical advice and guidance (F) (I)  Ability to demonstrate duties to more junior colleagues when required (F) (I) | Hold a full driving licence (F) (I) |
|  | Band 8 |  |  |
|  | Band 9 | Ability to deliver training to colleagues (F) (I)  Ability to resolve problems using negotiation and persuading others to adopt particular courses of action or accept unwelcome decisions (F) (I) |  |
|  | Band 10 |  |  |
|  | Band 11 |  |  |
|  | Band 12 | Line management skills (F) (I) |  |

Please note all appointments within Hartlepool Borough Council are subject to a declaration of medical fitness by the Council’s Occupational Health Service (having made reasonable adjustments in line with the Equality Act (2010) where necessary.