

Person Specification

Engineer Grade 4



Part A

The following criteria (experience, skills and qualifications) will be used to short-list at the application stage:

Essential

- Detailed understanding of engineering concepts and principles involved within the specialist area (Major Projects/Cycling Design or Structures).
- Detailed knowledge of CDM Regulations (including Risk Assessments and H&S Plans).
- Ability to analyse and interpret varied and complex information to solve difficult engineering problems.
- Plan and organise engineering activities on the highway.
- Ability to advise, guide or train other staff on a regular basis.
- Ability to deal effectively with budgets of a very large value.
- Ability to use relevant computer software relating to specialist area.
- Detailed knowledge of relevant procedures and practices.
- Detailed understanding of relevant legislation related to highway design.
- Good level of literacy and numeracy.
- Good interpersonal and communication skills, both oral and written presentation. Able to work with and negotiate with staff from a variety of organisations, including the need for effective and persuasive communication skills at an enhanced level.

Desirable

- One or more of the following or equivalent:-
 - Graduate Member of an Engineering Institution and working towards achieving I. Eng or C.Eng
 - Engineering Council registered Technician Member working towards I.Eng or C.Eng
 - M.Eng (Hons) in Civil Engineering or equivalent

Part B

As well as those topics listed in Part A, the following will be further explored at the interview stage:

1. Ability/experience in communicating complex or contentious information orally or in writing
2. Ability/experience in using advisory, guiding, negotiating or persuasive skills at a developed level

3. Understanding the consequences of inefficient service delivery
4. Ability/experience in meeting deadlines that are unpredictable whilst dealing with conflicting demands
5. Ability/experience in meeting commissioner needs at a developed level
6. Ability/experience of developing and maintaining good relationships with key stakeholders