

Role Profile

JOB TITLE	Head of Highway Services	DIRECTORATE	Neighbourhood and Climate Change
SERVICE	Highway Services	GRADE	HOS 2
REPORTING TO	Corporate Director, Neighbourhood and Climate Change		

PURPOSE OF JOB	To lead the management and development of a high quality and cost effective Highways Service to develop and implement the Council's strategic and operational highways functions, the provision of an engineering consultancy for highway design and improvements and other civil engineering schemes.
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JOB OUTLINE/KEY RESULT AREAS	
<p>Generic Key Result Areas</p> <ul style="list-style-type: none"> ➤ ➤ Contribute to the strategic development and delivery of Neighbourhood and Climate Change Services to meet the Council's policy and planning requirements. ➤ Lead and manage all employees, relevant budgets, and service performance in accordance with council procedures and objectives. ➤ Contribute to and manage the development and implementation of the service and council wide initiatives to deliver improvements across the council. ➤ Manage relationships with internal and external partners to support the delivery of efficient and effective services. ➤ Lead strategy, planning and improvements across the services in scope, participating in partnership arrangements as appropriate. ➤ Operate effectively as part of the Extended Management Team of the Council and Senior Leadership Team of the directorate. ➤ Lead teams to display the Council's Values & Behaviours, ➤ Ensure the principles of equality, diversity and inclusion in addition to the Council's other corporate values and priorities are embraced and underpin all work for employees and service users. ➤ Provide clear and visible leadership, promoting health, safety and wellbeing of the teams in scope and providing a positive working environment and culture <p>Role Specific Key Result Areas</p> <ul style="list-style-type: none"> ➤ Lead the strategic management of highways (carriageways, footways, street lighting, structures, drainage and traffic assets) including all related client, policy and asset management functions. ➤ Lead the management of the council's in-house provider (Highway Services) of highway and civil engineering design, construction and maintenance services including their supply chain of external contractors. Manage the service on a commercial basis to achieve the required level of trading profit to support the MTFP; ➤ Lead the management of the winter maintenance and severe weather emergency response services; ➤ Lead network management services including liaison with utilities, emergency services and other stakeholders to co-ordinate all works on the highway; ➤ Lead the development of collaborative working across highways with North East councils and the Highways England to maximise efficiencies for the council; ➤ Work with Department of Transport to maximise funding for highway maintenance and development. Lead the development of funding bids; 	➤

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| <ul style="list-style-type: none">➤ Lead the management and delivery of flood prevention including all associated strategies, plans and schemes. Work with partners, including the Environment Agency and Northumbrian Water to reduce flood risk in County Durham and maximise external funding for flood prevention schemes;➤ Lead the management of the highway maintenance programme including the identification and prioritisation of programmed maintenance schemes;➤ Lead the management of highway safety inspections, reactive and routine maintenance;➤ Lead the management and delivery of highway enforcement;➤ Manage the service on a commercial basis to achieve the required level of trading profit to support the MTFP➤ Lead the management and control of the council's central stores provision.➤ Lead the management of the Public Rights of Way Network across County Durham. | |
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QUALIFICATIONS, SKILLS, KNOWLEDGE AND EXPERIENCE REQUIRED FOR POST	SERVICE AREA/TECHNICAL COMPETENCIES REQUIRED
<p>Education & Qualifications</p> <ul style="list-style-type: none"> ➤ Relevant professional qualification at degree level or equivalent <p>Skills</p> <ul style="list-style-type: none"> ➤ ➤ Change management skills. ➤ Leadership, delegation and team building skills. ➤ High level problem solving, financial control and organisational skills. ➤ Significant political and organisational awareness <p>Knowledge</p> <ul style="list-style-type: none"> ➤ Knowledge of local authority legislation, committees and procedures ➤ Council strategic direction, priorities and issues <p>Experience</p> <ul style="list-style-type: none"> ➤ Substantial managerial and leadership experience in a Highways function. ➤ Senior management and budgetary experience. ➤ Experience of internal and external partnership working. ➤ Experience of managing diverse multi-disciplinary teams. ➤ Experience of building effective working relationships ➤ Working with Members 	<p>Leadership</p> <ul style="list-style-type: none"> ➤ Analytical thinking - The mental processes of analysis and evaluation. ➤ Strategic thinking - Balancing today's expectations and requirements with the future opportunities, issues, and concerns that may affect business results tomorrow. ➤ Developing others - To coach or mentor others to achieve their best. ➤ Business acumen - The ability to make good business judgements and decisions. <p>Service/Technical</p> <ul style="list-style-type: none"> ➤ Highways and civil engineering ➤ Highway management ➤ Asset management ➤ Speed management and road safety ➤ Flood prevention ➤ Construction programme and project management ➤ Procurement, contract management and supply chain management ➤ Knowledge of relevant legislation, statutory frameworks, good practice and government policy initiatives.