

Person Specification
Engineer Grade 7
(Structures)



Part A

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

Essential

- Advanced knowledge of engineering concepts and principals relevant to highway structures design and management
- Advanced knowledge of CDM regulation (including Risk Assessments and H&S Plans)
- To be accountable to very large expenditure against budgets and ability to contribute to the setting and monitoring of budgets
- Ability to analyse and interpret very varied and highly complex information to solve a range of engineering problems and ability to produce an engineering strategy to address long term impacts relative to the specialist area
- Advanced level of understanding of relevant legislation relating to highway structures principles, procedures and practices
- Proven ability to meet commissioner needs at a highly developed level.
- Proven ability to use relevant computer software relating to specialist area.
- Proven ability to communicate complex and contentious information both orally and in writing to a varied audience.
- Proven ability to work with and negotiate with people from a variety of organisations, including the need for effective and persuasive communication skills at an enhanced level.
- Ability to provide visible and supportive management, empowering, enabling and developing staff.
- Ability to plan, evaluate and improve the efficiency of business processes and procedures to enhance delivery timeframes, quality, and efficiency.
- Ability to lead and direct staff through an effective approach to performance management.
- Civil engineering degree qualification.

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

The following will be further explored at the interview stage:

1. Evidence of an open and collaborative style, and track record of effective partnership working.
2. Time management skills and ability to meet varied and challenging deadlines and pre-prioritise at pace.
3. Approach to transformational change and behaviour management
4. Approach to performance and programme management to ensure VFM
5. Ability/experience of developing and maintaining good relationships with key stakeholders
6. Ability/experience of managing or motivating others and encouraging a cooperative environment
7. Ability/experience to go the extra mile, set the standard and lead by example
8. Understanding of the Council's values and equality policy and applying this in all aspects of employment and service delivery.