PERSON SPECIFICATION: FLOOD AND COASTAL ENGINEERING TEAM LEADER **POST REFERENCE: 103222**

HARTLEPOOL BOROUGH COUNCIL IS COMMITTED TO SAFEGUARDING AND PROMOTING THE WELFARE OF CHILDREN, YOUNG PEOPLE AND VULNERABLE ADULTS. IF THIS POST IS SUBJECT TO SAFER RECRUITMENT MEASURES THEN A DISCLOSURE AND BARRING SERVICE (DBS) CHECK WILL BE REQUIRED.

REQUIREMENTS	ESSENTIAL CRITERIA Please indicate in brackets after each criteria how this will be verified i.e. (F), (I), (T), (R)	DESIRABLE CRITERIA Please indicate in brackets after each criteria how this will be verified i.e. (F), (I), (T), (R)
- **Educational/vocational/ occupational qualifications and/or training** - **Specific qualifications (or equivalents)**	Degree in civil engineering or equivalent. (F) Must be willing to undertake additional technical training in respect of civil/costal/environmental engineering issues. (F) (I)	A Charted Engineer. (F)
- **Work or other relevant experience**	Significant relevant experience of dealing with all aspects of coast protection, contaminated land, land drainage and demolition contracts. (F) (I) (R) Evidence of ability to interpret complex information and providing solutions to engineering problems (F) (I)	Significant experience in following areas; Project management, Micro-Drainage, Condition Reports, Site Investigations, Civil Engineering design, Contract Documentation and Site Supervision. (F) (I)

	Experience of planning & organising workload of a team to meet conflicting demands (F,I,R) Experience of producing Technical/ Committee Reports. Experience of producing business cases to secure external funding. Experience of developing policy related to Flood and Coastal Risk Management and Contaminated Land. Experience of implementing policy related to Flood and Coastal Risk Management and Contaminated Land.	Recent experience of working within Local Government (F,I)
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- **Skills, abilities, knowledge and competencies**	Detailed working knowledge & understanding of drainage, coast protection and contaminated land law (F,I) Well Developed Presentation Skills (I) Highly developed interpersonal skills (I) Highly developed written & verbal communication skills (I) Ability to prioritise, plan & manage own and team workloads (I)(R) Good judgement and decision making skills (I) Ability to provide peer support to others (F)(I) Ability to provide solution based recommendations to senior managers (I) Experience in using Microsoft programmes such as Word and Excel within and office environment. (F) (I)	Ability to undertake development of policy and procedure relevant to the role (F) (I)

- **General competencies**	Able to demonstrate an ability to work as a member of a team (I) Ability to physically inspect large structures such as bridges and buildings throughout the town. (I) (R) Hold a full driving licence (Cat B). (F)	

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Mandatory/Essential Training	Frequency
Mandatory HBC training as per standard programme	As per requirements
Appropriate CPD	As per requirements

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.