

Highway Inspection and Resilience Manager

Grade: 12

Our Vision

An innovative, ambitious and sustainable county, where everyone has the opportunity to prosper, be healthy and happy.

Our Outcomes

We want everyone in Staffordshire to:

- Have access to more good jobs and share the benefit of economic growth
- Live in thriving and sustainable communities
- Be healthier and more independent for longer

Our Values

Our People Strategy sets out what we all need to do to make Staffordshire County Council a great place to work, where people are supported to develop, flourish and contribute to our ambitious plans. Our values are at the heart of the Strategy to ensure that the focus is on what is important to the organisation and the people it serves:

- Ambitious – We are ambitious for our communities and citizens
- Courageous – We recognise our challenges and are prepared to make courageous decisions
- Empowering – We empower and support our people by giving them the opportunity to do their jobs well.

About the Service

Directorate Purpose

Staffordshire County Council is one of the largest local authorities in the UK with an ambitious vision for Staffordshire and its people. Achievement of that vision will be underpinned by the support of the Council's Economy, Infrastructure and Skills directorate (EI&S). The vision for EI&S is to help

Staffordshire's economy grow, so that everyone has the opportunity of a good job and good prospects in a beautiful, safe, accessible, vibrant, cultural, prosperous, business friendly and sustainable county.

Service Purpose

The Highways & Built County team is a multi-disciplinary team whose purpose is to manage, maintain and sustainably improve Staffordshire's Built Environment so that amongst other things it is safe, accessible, functions well, promotes inward investment and economic growth, and supports social cohesion and healthy lifestyle choices.

This will be achieved by:

- Keeping the network in the best condition possible with resources available using asset management to enable the lowest whole life cost of asset ownership.
- Supporting Staffordshire's economy to grow, generating more and better-paid jobs ensuring that work on the highway is of the required quality.
- Improving customer satisfaction with Staffordshire County Council and enhance its reputation.
- Ensuring that highway information required to manage and maintain the network and support asset management decisions is available, is held in the best place is accurate and of the required quality.
- Taking action to reduce waste generation, re-use resources where possible, reduce energy use, increase sustainable travel, adapt to climate change already taking place and for the future.
- Keeping the network safe for all users, improving network resilience and availability, providing a freer flowing network, supporting events on the highway and where issues do occur, efficiently and effectively administering claims.
- Keeping people safe from harm, empowering people to deliver and grow, innovate, share knowledge and best practice.

Role purpose

The Highway Inspection and Resilience Manager will lead the team to fulfil the statutory duties of the highway authority to maintain the network through a programme of highway safety & tree inspections and ensure operational, resource and contingency plans are in place for responding to weather events and incidents. This will include ensuring the team provide excellent customer service in dealing with customer enquiries, ensuring effective communication with the public.

The post holder will lead on the development of a risk-based approach to network hierarchy, inspections and defects identified and network resilience due to weather events and incidents. The Highway Inspection and Resilience Manager will represent the authority in the defence of claims against it or in actions against third parties.

Reporting Relationships

Responsible to: Head of Highway Maintenance and Network Management

Responsible for: Highway Inspection Managers and Tree Managers

Key Accountabilities:

1. A member of the Highway Maintenance and Network management team, contributing to the management of Highways and the Built County by working with the Operational Management Team (OMT) and colleagues to ensure consistent work practices in line with approved policies and procedures.
2. Coach, mentor, empower, manage and develop team members across a wide geographical area to ensure they deliver a customer focused, modern professional service, challenging work practices as required and ensuring that each member feels part of a healthy and high performing team.
3. Contribute to the development and implementation of a best practice framework for functional level service commissioning and for contract and performance management. Ensure that strategic and political priorities are delivered through annual and long-term budgets, and that Highway

Maintenance and Network management services meet the needs of communities.

4. Establish, develop and maintain relevant contacts, political and stakeholder relationships to enable effective regional working, and to ensure the Staffordshire's voice is heard in the context of developing strategies and policies relevant to the business area.
5. Act as the Lead Senior Officer for all matters relating to Highway Inspections, Highway Trees and network resilience due to weather events and incidents developing effective stakeholder and public relationships through engagement, consultation and communication.
6. Deliver innovation through inspiring and encouraging team members to challenge convention, using avenues into national and professional groups and bodies to position Staffordshire as a best-in-class Highway Inspections and Resilience.
7. Provide professional and technical expertise, leadership, challenge and oversight of the Council's duties and complex activities to successfully deliver large-scale complex programmes ensuring contract compliance, quality and value for money are achieved.
8. Manage and monitor financial controls and funding for all Highway Inspections and Resilience services. Seek out and apply for new and alternate funding opportunities to support the further development of the Highway Inspections and Resilience services.
9. Develop, manage and implement health and safety, environmental and quality management controls to ensure compliance with legislation, Council policies and best practice.
10. Provide management, professional and technical expertise for the Highway Inspection and Resilience services.
11. Lead on the development of Highway Inspection and Resilience programmes and services that deliver local and national strategic objectives and oversee their effective implementation.
12. Lead on the development of service (functional) specifications for Highway Inspection and Resilience taking insight from highway users, Members and

other key stakeholders ensuring plans are in place to provide assurance that required levels of performance are being achieved.

13. Available to work outside normal working hours on occasion to meet business need which may include dealing with an unplanned event or critical incident.

Professional Accountabilities:

The post holder is required to contribute to the achievement of the Council objectives through:

Financial Management

Personal accountability for delivering services efficiently, effectively, within budget and to implement any approved savings and investment allocated to the service.

People Management

Engaging with People Management policies and processes

Equalities

Ensuring that all work is completed with a commitment to equality and anti-discriminatory practice, as a minimum to standards required by legislation.

Climate Change

Delivering energy conservation practices in line with the Council's climate change strategy.

Health and Safety

Ensuring a work environment that protects people's health and safety and that promotes welfare, and which is in accordance with the Council's Health & Safety policy.






Safeguarding





Commitment to safeguarding and promoting the welfare of vulnerable groups.

The content of this Job Description and Person Specification will be reviewed on a regular basis.

Person Specification

A = Assessed at Application
I = Assessed at Interview
T = Assessed through Test

Minimum Criteria for Disability Confident Scheme*	Criteria	Measured by
 	<p>Qualifications/Professional membership</p> <ul style="list-style-type: none"> • Educated to Level 6 (degree level) in a relevant discipline e.g., civil engineering and/or • Professional qualification at Incorporated Engineer (IEng) level or knowledge and experience equivalent to the standards published by the Engineering Council in the UK-SPEC at IEng level. • Member of an appropriate professional body. • Demonstrable commitment to own continuing professional development. 	<p>A/I</p> <p>A/I</p> <p>A/I</p> <p>A/I</p>
  	<p>Knowledge and Experience</p> <ul style="list-style-type: none"> • Significant experience in the management and delivery of Highway Inspections, Highway Tree Management and Highway Resilience services. • Significant experience in advising others in the development of a risk-based approach to highway safety inspections, tree management and highway resilience services. • Experience of the development of network hierarchies, risk-based management of the highway network, inspections and ensuring operational response and resilience to severe weather and incidents. • Experience of highway tree management. • Experience of representing the authority in the defence of claims against it or, action against third parties. • Demonstrable understanding and management of customer and public interfaces. • Significant experience of contract and performance management with providers to deliver services. 	<p>A/I/T</p> <p>A/I</p> <p>A/I</p> <p>A/I</p> <p>A/I</p> <p>A/I/T</p>

	<ul style="list-style-type: none"> • Demonstrable experience of working with parish and district councils, elected members, community groups, businesses and other organisations. • Ability to develop and maintain partnerships to support ongoing service delivery. • Demonstrable experience in leading multi-disciplinary teams. • Demonstrable experience of working in a political environment. • Experience of innovation in the delivery of services. • Experience in tackling climate change at a service level to make Staffordshire sustainable. 	<p>A/I</p> <p>A/I</p> <p>A/I</p> <p>A/I</p> <p>A/I</p> <p>A/I</p>
  	<p>Skills</p> <ul style="list-style-type: none"> • Leadership and team management skills. • Persuasion and negotiation skills. • Inclusive approach to stakeholder engagement and service delivery. • Financial and budgetary skills. • Analytical skills with good attention to detail. • Planning, organising and coordinating skills. • Written, verbal and digital communication skills, with the ability to pitch communications at an appropriate level to the target audience. • Computer literate with the ability to use Microsoft 365. • Valid driving licence and the ability to travel across a wide geographic area. 	<p>A/I</p> <p>A/I</p> <p>A/I</p> <p>A/I</p> <p>A/I</p> <p>A/I</p> <p>A/I</p> <p>A/I</p>
	<p>This post is designated as a casual car user</p>	



Where an applicant meets the Disability Confident scheme criteria indicated by the symbol and provides evidence of this on their application form, they will be guaranteed an interview.

We are proud to display the Disability Confidence Symbol, which is a recognition given by Jobcentre Plus to employers who agree to meet specific requirements regarding the recruitment, employment, retention, and career development of disabled people.

If you need a copy of this information in large print, braille, another language on cassette or disc, please contact the Talent & Resourcing Team on 01785 278300