Senior Technician

Grade 8 (to be re-evaluated)

**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 the people of Staffordshire.
* 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

The Highways Laboratory provides a specialist highway materials testing service. The service undertakes highway surface condition monitoring for highway maintenance, utility encroachment and road safety purposes. In addition, it also undertakes quality monitoring checks for new highway construction works pre and post adoption. The Highway Laboratory services will be managed and delivered through a Strategic Partnership with Amey LG as part of Infrastructure+; the authorities’ vision for an outcome driven service that is customer focused, resilient, value driven and provides a continuous route to innovate through a market leading consortia. The Highways Laboratory operates as a UKAS accredited facility.

**About the Role**

Key Accountabilities:

1. To undertake material classification and testing of materials both within and outside the Laboratory in accordance with required standards, as directed by the Testing Manager.
2. To supervise and carry out the testing and reporting of test results and in particular the production and throughput of test reports.
3. To assist in the training and development of technicians and maintenance of individual training records.
4. To assist in managing the day-to-day activities of technicians and the subsequent allocation of work.
5. Contribute to the development and improvement of processes, procedures, quality management systems as appropriate to promote quality within the Laboratory.
6. To maintain an awareness of the external environment in order that best practice can be adopted and developed.
7. Customer focused to support the commercial requirements of the service.
8. Occasional heavy lifting required.

Reporting Relationships

Responsible to: Testing Manager

Responsible for: Technicians

**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.

This post is designated as a casual car user.

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

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| **Minimum Criteria**  **(for Disability Confident Scheme) \*** | **Criteria** | **Measured by** |
| **employer_small** | **Qualifications/Professional membership**  HNC (or equivalent qualification) or minimum 2 years’ experience of working in a Highways Laboratory | A/ I |
| **employer_small** | **Knowledge and Experience**  • Experience in the testing of soils, concrete, bituminous and other constructional materials  • Experience of site investigations and in situ testing of soils and other materials  • Knowledge of testing standards and material specifications  • Appropriate degree of computer literacy including word processing and spread sheets, etc.  • Experience of working in multi-disciplinary teams  • Physical fitness and mobility pursuant to the activities of the post  • A high degree of manual dexterity  • A current driving license | A/ I |
| **employer_small** | **Skills**  • Good communication and interpersonal skills (verbal and written)  • Ability to work under pressure and achieve daily / weekly / monthly targets  • Commitment to personal and employee development  • The ability to exercise sound judgement in non-routine situations  • Team worker/player  • People and customer management  • A flexible approach to working arrangements to address out-of-hours commitments to meet the needs of the service | I |

employer_smallIf a disabled person meets the criteria indicated by the Disability Confident scheme 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 Job Centre 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 ask us by contacting Talent & Resourcing Team.