

## Senior Engineer Grade 11

### **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**

#### **Directorate Purpose and Values**

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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 county council's Economy, Infrastructure and Skills directorate (EIS). The vision for EIS 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.

### **About the Role**

This position sits within the Highways Asset and Policy team. Asset Management underpins all activities on the network ensuring whole life planning is considered at every stage of specification, commissioning, development and maintenance.

The role is to support the delivery of the Council's responsibilities as Highways Authority leading on the Staffordshire Specification for Highway Works, commissioning and monitoring of the management and delivery arrangements for all operations relating to the maintenance and improvement of the highway structures and to contribute to the development of the Council's highway assets management processes and practices.

### **Reporting Relationships**

**Responsible to:** Highway Asset & Policy Manager

**Responsible for:** Project Engineer, Technical Officer and such staff (internal, external or seconded) as may be placed under the postholder's control from time to time to deliver specific projects.

### **Key Accountabilities:**

1. Manage, support and mentor team members ensuring that appropriate training and personal development is being undertaken in line with the People Strategy.

2. Manage the Staffordshire Specification for Highway Works and chair the contract working group, ensuring that the determination of materials, products and treatments for the highway network consider the character of the area as well as factoring in whole life costing and sustainability and that the materials, products and treatments used for highway maintenance should meet requirements for effectiveness, durability and environmental impact.
3. Lead on ensuring that the quality of workmanship and materials delivered in new highway schemes and development activities is in accordance with the expected standard and requirements of Staffordshire specification and contract documentation.
4. Oversee the policy and procedures and take a pragmatic approach to the approval of departures from standards submitted by design organisations.
5. Lead on the commissioning of all operations relating to the maintenance and improvement of highway structures.
6. Ensure that the impact of highway infrastructure maintenance activities in terms of whole life carbon costs is considered in the development of the forward programme and Specification for Highways Works including interventions, materials and treatments.
7. Development, maintenance and audit of processes, procedures and quality management systems as appropriate.
8. To lead on and contribute to the development and implementation of projects, initiatives and standards for the effective and efficient services within the service to provide continuous improvement and effective delivery of services.
9. Lead on and contribute to the development of the Council's highway assets management processes and practices so that

highway asset management becomes more visible and understood within the Council.

10. Lead on the implementation of innovative solutions by challenging convention and using avenues into national and professional groups and bodies to position Staffordshire as a best-in-class service.
11. Manage all related budgets and funding to meet financial and procurement requirements.
12. Provide technical and professional advice to elected members, officers, internal and external bodies and service users relating to the maintenance and management of highway infrastructure, both orally and in writing.
13. To undertake such other duties as may be allocated from time to time in accordance with the general nature and grading of the post and the operational needs of the department as a whole.

### **Other Information**

This is a full-time permanent role

This role is designated a casual car user.

The post holder will need to meet the travel requirements of the role locally and regionally.

### **Professional Accountabilities:**

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

### **Financial Management**

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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, sustainability and 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  A=assessed at Application  I=assessed at Interview
	<b>Qualifications/Professional membership</b> <ul style="list-style-type: none"> <li>• A Chartered Civil Engineer or,</li> <li>• An Incorporated Engineer with substantial post qualification experience or,</li> <li>• A Graduate Civil Engineer with significant post qualification experience or,</li> <li>• A Civil Engineering based HNC with significant post qualification experience.</li> </ul>	A
	<b>Knowledge and Experience</b> <ul style="list-style-type: none"> <li>• Experience of working with highway contracts, highway legislation and legal agreements.</li> <li>• Extensive knowledge and experience of using design standards, specifications, guidance and statutory requirements associated with highway projects and/or bridge related projects.</li> <li>• Experience of leading multi-disciplinary teams.</li> <li>• Experience of working in partnership with internal and external bodies.</li> <li>• Knowledge of highway maintenance processes, operations and materials and their applicability to varying defects and type of highway.</li> <li>• Knowledge of highway asset management principles in a local authority context.</li> <li>• Proven ability to write reports on complex strategic issues</li> </ul>	A/I  A/I   A/I  A/I  A/I  A/I

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	and the ability to present them to a range of audiences. <ul style="list-style-type: none"> <li>• Experience of agreements for the adoption of new streets and construction of improvement works.</li> <li>• Experience of attending regional or national groups.</li> <li>• Experience of working in partnership with internal and external bodies.</li> </ul>	A/I  A/I A/I
	<b>Skills</b> <ul style="list-style-type: none"> <li>• Proven communication skills; be able to articulate information effectively and confidently to colleagues, partners, stakeholders and citizens.</li> <li>• Ability to problem solve, evaluating and investigating issues and generating practical solutions.</li> <li>• Demand management skills.</li> <li>• Strong political awareness.</li> <li>• Financial and budgetary skills.</li> <li>• Ability to appreciate and balance many demands and constraints both environmental and political to produce practical and effective solutions.</li> <li>• Analytical skills with good attention to detail</li> <li>• Team management skills</li> </ul>	A/I  A/I  A/I A/I A/I  A/I  A/I A/I



If 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 01785 278300