

Senior Engineer (Preventative Maintenance) 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

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

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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 Capital Delivery team. Asset Management principles underpin 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 annual preventative maintenance programme, commissioning and monitoring of the management and delivery arrangements for all operations relating to the strategic approach to preventative maintenance and improvement of the highway asset and to contribute to the development of the Council's highway preventative maintenance processes and practices.

Reporting Relationships

Responsible to: Capital Delivery Manager

Responsible for: Technical Officer, Quality Surveyor 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 annual preventative maintenance function and chair the tri-ennial contract delivery group, managing and reporting capital budgets to management team.
3. Ensure that the determination of materials, products and treatments for the highway network are effective and maximise

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network performance as well as factoring in whole life costing and sustainability.

4. Lead on ensuring that the quality of workmanship and materials delivered through the preventative maintenance programme is in accordance with the expected standard and requirements of Staffordshire specification and contract documentation.
5. Oversee, review and improve the policy and procedures for the preventative maintenance service provision and lead development of the functional specification.
6. Lead on the commissioning of all operations relating to the strategic preventative maintenance and improvement of highway assets.
7. 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 for preventative treatments including interventions, materials and treatments.
8. Development, maintenance and audit of processes, procedures and quality management systems as appropriate.
9. To lead on and contribute to the development and implementation of programmes, initiatives and standards for the effective and efficient delivery of services and to provide continuous improvement of services.
10. Lead on and contribute to the development of the Council's highway preventative maintenance processes and practices so that highway asset management and preventative treatment strategy becomes more visible and understood within the Council.
11. 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.
12. Manage all related budgets and funding to meet financial and procurement requirements.

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13. 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.
14. Develop class-leading communications strategies to engage and inform stakeholders to improve customer satisfaction and minimize impact of preventative programmes.
15. 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.

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

This role is designated as a casual car user.

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

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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.






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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
	Qualifications/Professional membership <ul style="list-style-type: none"> • A Chartered Civil Engineer or, • An Incorporated Engineer with substantial post qualification experience or, • A Graduate Civil Engineer with significant post qualification experience or, • A Civil Engineering based HNC with significant post qualification experience. 	<p style="text-align: center;">A</p>
   	Knowledge and Experience <ul style="list-style-type: none"> • Experience of working with highway contracts, highway legislation and legal agreements. • Extensive knowledge and experience of using design standards, specifications, guidance and statutory requirements associated with highway projects and/or preventative treatments. • Experience of leading multi-disciplinary teams. • Experience of working in partnership with internal and external bodies. • Knowledge of highway preventative maintenance processes, operations and materials and their applicability to varying defects, condition and type of highway. • Knowledge of highway asset management principles in a local authority context. • Proven ability to write reports on complex strategic issues and the ability to present them to a range of audiences. • Experience of agreements, specification and contracts for the delivery of preventative maintenance programmes and construction ancillary maintenance works. • Experience of attending regional or national groups. 	<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>A/I</p>

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	<ul style="list-style-type: none"> • Experience of working in partnership with internal and external bodies. • Significant experience of working within live maintenance sites with specific knowledge of preventative treatments, processes and specification. 	A/I A/I
	Skills <ul style="list-style-type: none"> • Proven communication skills; be able to articulate information effectively and confidently to colleagues, partners, stakeholders and citizens. • Ability to problem solve, evaluating and investigating issues and generating practical solutions. • Demand management skills. • Strong political awareness. • Financial and budgetary skills. • Ability to appreciate and balance many demands and constraints both environmental and political to produce practical and effective solutions. • Analytical skills with good attention to detail • Team management skills 	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. This scheme will also apply to Care Leavers and Armed Forces/Veterans.

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