

Job title: Land Drainage Engineer

Grade: 8

Our Vision

We have a clear vision for Staffordshire - 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 county 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

Reporting Relationships

Responsible to: Flood Risk Manager

Responsible for: N/A

Key Accountabilities:

- Investigate land drainage and flooding enquiries from the public, Parish and District Councils, County Councillors, the Environment Agency, Water Companies, neighbouring Lead Local Flood Authorities and other relevant organisations.
- Provision of comprehensive and understandable advice to the public regarding waterside land ownership responsibilities
- Support the effective regulation of ordinary watercourses through appropriate engagement and negotiation with land owners and where necessary instigate enforcement actions.
- Assess and determine applications for land drainage consents, monitor as constructed works and update and maintain a register of consented works.
- Produce plans using GIS for landowner issues and accompanying enforcement correspondence.
- Propose engineering solutions to straightforward flood risk issues where these are feasible, with an understanding of costs, benefits, deliverability and funding sources
- Support the production of the flood risk management asset register and asset records.
- Manage and commission surveys from contractors to investigate the drainage system e.g. CCTV inspections.

- Manage and commission from contractors small scale maintenance and improvement works to alleviate flooding
- Represent the Council as Lead Local Flood Authority at Flood Action Group and Parish Council meetings
- Support with the production of formal Flood Investigation Reports
- As required work with the team in the development of flood alleviation schemes and Local Flood Risk Management Plans.
- During a flood emergency, the post holder may be required to take part in major incident response.
- To undertake such other duties as may be allocated from time to time in accordance with the general nature and grading of the post.
- It may be necessary on occasion for the post-holder to work outside normal office or contractual hours e.g. site visits, site inspections, meetings and, to meet the demands of the service provided, there may be a need to travel to various sites throughout the County for which casual car user allowances will apply.

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
	<ul style="list-style-type: none"> BTECH/HNC or equivalent qualifications in a Civil Engineering Construction or Flood Risk Management related topic or relevant experience Evidence of continuous professional development. 	A
   	<p>Knowledge and Experience</p> <ul style="list-style-type: none"> Minimum of 12 months post qualification experience in enforcement, sewerage and highway drainage or flood alleviation design and drainage system construction. Knowledge and understanding of the administrative, statutory and legal procedures relating to highway, planning, land drainage and flood risk management including the responsibilities of Lead Local Flood Authorities the Environment Agency, Water Companies and Internal Drainage Boards Good knowledge of policies & design standards in relation to flood risk management and drainage systems. Understanding, experience and use of drainage and flood risk mapping 	A/I

	<ul style="list-style-type: none"> • Experience of partnership working with Local Authorities and external bodies e.g. Environment Agency, Water Companies • Experience of dealing with customer/public queries in relation to Flood Risk Management / Drainage, • Knowledge of emergency planning and emergency and recovery phases of a flooding event. • Understanding of budgetary arrangements / controls within a organisation • Knowledge of health and safety within a large organisation. 	
  	Skills <ul style="list-style-type: none"> • Demonstrable ability to communicate and engage with general public, landowners and Council members. • The ability to travel around the county and to those authorities covered by the collaborative working arrangements, a full driving licence is essential. • Appropriate computer literacy including geographical information systems and spreadsheets etc. • Excellent communication and interpersonal skills (verbal and written) • Ability to organise own work and achieve daily / weekly / monthly targets with minimal supervision. • Commitment to personal and employee development 	A/I

	<ul style="list-style-type: none"> • Ability to be an effective team worker/player working in multi-disciplinary teams • This post is designated as a casual car user 	
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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 **Shared Services on 01905 947446**