Job Title: Engineer Sustainable Development   
Grade: 9

Our Vision

**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: Senior Engineer Sustainable Development

**Responsible for:** Such staff (internal, external or seconded) as may be placed under the postholder’s control from time to time

Key Accountabilities:

1. Assist in the commissioning and delivery of a diverse range of projects, from inception through construction to financial completion.
2. Ensure that all allocated project work is delivered to the required standard and in accordance with the project programmes whilst participating in the full range of county council activities and initiatives as required.
3. Assist with the approval and management of the Employer’s contract management responsibilities in respect of relevant projects and required actions.
4. Prepare and issue comments, advice and recommendations relating to highway/transportation planning applications; having regard to current design/transportation guidelines.
5. Undertake necessary liaison on matters relating to legal Agreements, Briefs, Statutory Undertakers, sub-consultants and other internal and external bodies to ensure the satisfactory progression of all related activities.
6. Prepare evidence in connection with appeals and Court proceedings under the Town and Country Planning Acts.
7. Prepare: feasibility reports; engineering designs and drawings; estimates; etc. as required by Section 7 of the Staffordshire Act 1983.
8. Audit Transport Assessments and Travel Plans, within the experience, training and knowledge of the post.
9. Participate in public consultation and liaison activities and attend meetings as directed (occasionally outside normal office hours).
10. Undertake the preparation, auditing, monitoring and annual review of Travel Plans in light of current guidelines, and issue comments, advice and recommendations to internal and external stakeholders.
11. Proactively instigate, encourage and participate in pre-application discussions with developers to aid the development of sustainable estate street layouts/designs in accordance with relevant Design Guides.
12. Be committed to continuing professional development and the acquisition of new skills, being prepared to undertake further training as and when required.
13. Assist in the implementation of Development Plan Policies and the Local Transport Plan
14. Assist in the co-ordination of the work of employees under the postholder’s control.

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** |
| **employer_small** | **Qualifications**   * A HNC with a minimum of 3 years post qualification experience **OR** * completed degree in an appropriate discipline with 4 years post qualification experience **OR** Completion of a Graduate Training Review | A/I |
| **employer_small** | **Knowledge and Experience**   * Experience in the design and delivery of highway and/or bridge related projects. * Experience of contracts, relevant documentation and legal procedures. * Experience relevant to planning applications. * Experience of S278 and S38 Agreements. * Experience in AutoCad design. * Experience in site supervision and assisting with the administration of a construction contract. * Knowledge and understanding of statutory procedures associated with highway and/or bridge related projects. * Good communication skills. * Experience of working in partnership with internal and external bodies. * Experience of the preparation of evidence for Public Inquiries. * Experience of the operation of agreements for the adoption of new streets and construction of off-site improvement works. * Experience of participating in multi-disciplinary teams. * Ability to work to time and budgetary constraints. * Full Driving Licence required. | A/I |
| **employer_small** | **Skills**   * Confidence, energy, commitment to excellence and quality, analytical with bias for action. * Good communication skills. * Political awareness. * Representational, persuasive and negotiating skills. * People and customer management. * Breadth of knowledge. | A/I |

This post is designated as a casual car user

**employer_small** 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 **Liberata Employee Services Team on 01905 947446**

**Shared Services on 01905 947446**