

**PERSON SPECIFICATION**

**Job Title: Engineer Schemes & Major Maintenance**

**Directorate:** Environment and Regeneration  
**Grade: HBC6**

**MAIN PURPOSE OF THE JOB:**

Prepare and implement minor highway improvement and capital schemes and related programmes of work, ensuring compliance with relevant legislation and standards.

Support other Highways staff in the preparation and implementation of major highway capital schemes.

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| **ATTRIBUTES** | **ESSENTIAL** | **DESIRABLE** | **HOW IDENTIFIED** |
| Education and  Qualifications | HND in an engineering discipline or equivalent technical experience | Degree in related discipline  Accredited certificates in relevant fields eg Health & Safety, CDM, Safety Audits | Application |
| Experience | Extensive experience of providing technical advice in relation to highway schemes and programmes of work.  Successful design and implementation of highways schemes  Experience of managing the successful delivery of works carried out by  developers/contractors or subcontractors.  Experience of monitoring project budgets  Experience of project management  Experience of delivering good customer service  Experience of building and maintaining  successful relationships with contractors and developers. | Experience of working directly with elected Members | Application, Interview &  Assessment |
| Knowledge | Knowledge and understanding of highway and traffic statutory requirements and relevant legislation  Knowledge and application of relevant design standards and specifications for highway schemes.  Some knowledge of the Council’s procurement rules  Knowledge of CDM requirements |  | Application, Interview & Assessment |
| Skills and Abilities | Ability to design direct to CAD  Ability to undertake designs for minor highway schemes.  Ability to monitor and manage budgets  Good oral, written and presentation skills and the ability to negotiate, persuade & influence  Political awareness  Managing relationships with a range of stakeholders | Use of project management software | Application & Interview |
| Other Requirements | Access to a car and a full driving licence |  | Application & Interview |
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The Council and its schools are committed to safeguarding and promoting the welfare of children, young people and vulnerable adults and expect all staff, workers and volunteers to share this commitment.