

T&HI PERSON SPECIFICATION

Post: Senior Highway Engineer (J)

Post No:

Department: Highways & Public Protection

Division: Transportation & Highway Infrastructure

Personal Attributes Required (considerations)	Essential (E) Or Desirable (D)	Method of Assessment (suggested)
<u>QUALIFICATIONS/TRAINING</u>		
Professional Membership Qualification	(D)	AF/C
A recognised Engineering-based professional qualification	(E)	
Degree in appropriate discipline	(D)	
<u>EXPERIENCE</u>		
Experience in the field of highway maintenance including surveying and use of Geographic Information System (GIS) equipment & software.	(E)	AF/I/T
Experience of working within a Highways Management/ Local Authority environment	(D)	
Experience of being accountable for and accounting for budgets through the use of computerised systems and management reporting.	(E)	
Experience of highways maintenance contract supervision eg: Highways Maintenance, Horticultural Grounds Maintenance, Weedspray, Highway Drainage, Pavement Crossings...etc	(E)	
Experience of presenting to and dealing with elected Members	(E)	
<u>KNOWLEDGE/SKILLS/APTITUDES</u>		
Knowledge		
The job requires advanced theoretical, practical and procedural knowledge across the specialist area of Highway Maintenance. The job requires detailed	(E)	AF/I/T/P

<p>knowledge of the associated Council organisational policies, practices and procedures, or an equivalent level of organisational, procedural and policy knowledge.</p> <p>The job requires knowledge and skills in the use of GIS equipment & software.</p> <p>Knowledge of highway maintenance defect data collection procedures.</p> <p>Knowledge of the New Roads and Street Works Act 1991, Highways Act 1980, and Chapter 8 of the Traffic Signs Manual.</p>	<p>(E)</p> <p>(E)</p> <p>(E)</p>	
<p>Skills</p> <p>The job requires analytical and judgemental or creative and developmental skills to analyse and interpret varied and complex information or situations and to produce solutions or strategies over periods of up to several years.</p> <p>The job involves exchanging orally, or in writing, varied information with a range of audiences.</p> <p>The work requires dexterity, co-ordination or sensory skills, where there is some demand for precision in the use of these skills.</p> <p>The job involves some direct responsibility for the supervision, co-ordination or training of other employees. The work regularly involves advising, instructing, checking work, or training other employees.</p> <p>The job involves high direct responsibility for physical resources. The work involves adaptation, development or design of a wide range of equipment, alnd and other construction works.</p> <p>The job involves some exposure to disagreeable, unpleasant or hazardous environmental working conditions.</p>	<p>(E)</p> <p>(E)</p> <p>(E)</p> <p>(E)</p> <p>(E)</p> <p>(E)</p>	<p>AF/I/T/P</p>
<p>Aptitudes</p> <p>The job involves progressing a series of activities within recognised guidelines. The work involves making frequent decisions and exercising initiative without ready access to more senior officers. The jobholder consults a supervisor / manager for advice on policy or resource issues.</p> <p>There may be limited requirements for standing, walking, bending or stretching and an occasional need to lift or carry items.</p>	<p>(E)</p> <p>(E)</p>	<p>AF/I/T/P</p>

The job requires general awareness and sensory attention with lengthy periods of concentrated mental attention and high levels of work-related pressure from deadlines and conflicting demands.	(E)	
The job involves limited contact with, or work for, other people, which, through their circumstances or behaviour, place minimal emotional demands on the jobholder.	(E)	
The job involves some direct impact on the well-being of individual, or groups of people, through undertaking tasks or duties which are to their direct benefit, or impact directly on their health & safety. (CDM, TM, DDA)	(E)	
The job involves some direct responsibility for financial resources. The work regularly involves processing invoices and being accountable for small expenditure from an agreed budget.	(E)	
The postholder will be required to demonstrate the ability to perform at the following levels for core competencies: Levels 1 to 2	(E)	
<u>SPECIAL REQUIREMENTS</u>		
The post holder will be expected to attend meetings outside of normal working hours.	(E)	

Prepared by: Peter Moore

Designation: Assistant Director of Place
(Highways & Public Protection)

Date: June 2024

AF = Application Form
C = Certificate
I = Interview
T = Test
P = Presentation