**PERSON SPECIFICATION**

**Post:** Senior Engineer – Highway Design **Post No:** POST302634;

**Department:** Highways & Public Protection **Division:** Transportation & Highway Infrastructure

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| Personal Attributes Required  (considerations) | Essential (E)  Or  Desirable (D) | Method of Assessment  (suggested) |
| **QUALIFICATIONS/TRAINING**  Professional Membership Qualification  A recognised Engineering based professional qualification.  Degree in appropriate discipline | (D)  (E)  (D) | AF/C |
| EXPERIENCE  Experience in the field of highways and infrastructure engineering design, planning and development control.  Experience in the use of engineering design software packages, e.g., Autocad, MX, Micro-drainage, Linsig, Arcady and Picady.  Experience in the development of active travel schemes and initiatives  Experience of procurement, contract preparation and administration and site supervision in relation to highways and infrastructure construction projects.  Experience of working within a Local Authority environment and in particular presenting to and dealing with Elected Members. | (E)  (D)  (D)  (E)  (E) | AF/I/T |
| **KNOWLEDGE/SKILLS/APTITUDES**  **Knowledge**  The job requires advanced theoretical, practical and procedural knowledge across civil engineering, design and construction areas. The job requires detailed knowledge of the associated Council organisational policies, practices and procedures or an equivalent level of organisational, procedural and policy knowledge. | (E) | AF/I/T/P |
| **Skills**    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.  The job involves exercising developed advisory, guiding, negotiating or persuasive skills in order to encourage others to adopt a particular course of action and exchanging orally and in writing complicated or sensitive information with a range of audiences.  The work requires dexterity, co-ordination or sensory skills, where there is some demand for precision in the use of these skills.  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.  The job involves high direct responsibility for physical resources. The work involves adaptation, development or design of a wide range of equipment, land and other construction works.  The job involves some exposure to disagreeable, unpleasant or hazardous environmental working conditions. | (E)  (E)  (E)  (E)  (E)  (E) | AF/I/T/P |
| **Aptitudes**  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.  There may be limited requirements for standing, walking, bending or stretching and an occasional need to lift or carry items.  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.  The job involves limited contact with, or work for, other people, which through their circumstances or behaviour place minimal emotional demands on the jobholder.  The job involves some direct impact on the well-being of individual, or groups of people, through undertaking tasks of duties which are to their direct benefit, or impact directly on their health and safety. (CDM, TM DDA)  The job involves some direct responsibility for financial resources. The work regularly involves processing invoices and being accountable for small expenditures from an agreed budget. | (E)  (E)  (E)  (E)  (E)  (E) | AF/I/T/P |
| SPECIAL REQUIREMENTS  The post holder will be expected to attend meetings outside of normal working hours  The post holder must hold a current driving licence. | (E)  (E) |  |

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| Prepared by: Andrew Dunsmore | AF | = Application Form |
|  | C | = Certificate |
|  | I | = Interview |
| Date: August 2025 | T | = Test |
|  | P | = Presentation |