**PERSON SPECIFICATION**

**Post:** Design Engineer (H) **Post No:**

**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)  (D)  (D) | AF/C |
| EXPERIENCE  Experience in the field of highways and infrastructure engineering design, with some knowledge of planning and development control processes.  Experience in the use of engineering design software packages, eg, 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 in the field of drainage engineering and/or structural engineering.  Experience of working within a Local Authority environment including liaison with Elected Members. | (E)  (D)  (D)  (E)  (D)  (D) | 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 information and to solve varied problems and produce solutions and/or short term plans and strategies.  The job involves exercising advisory, guiding, negotiating or persuasive skills and exchanging orally and in writing information with a range of audiences.  The work requires dexterity, co-ordination or sensory skills, where there is some demand for both precision and speed in the use of these skills.  The job involves limited, or no direct responsibility for the supervision, direction or co-ordination of other employees. The work may involve demonstration of own duties, or advice and guidance to new employees or others.  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 working within recognised guidelines which leave some room for initiative and independent organisation of workload. The work will involve responding independently to unexpected problems and situations. The jobholder has access to a supervisor / manager for advice and guidance on serious problems.    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.  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: Andy Dunsmore | AF | = Application Form |
|  | C | = Certificate |
|  | I | = Interview |
| Date: August 2025 | T | = Test |
|  | P | = Presentation |