

### Person Specification

<b>Position Title</b>	Engineer (Street Lighting)
<b>Division / Section</b>	Operational Services / Street Lighting
<b>Service Area</b>	Place
<b>Responsible To</b>	Senior Engineer (Street Lighting Design and RCCs)

### Person Specification

<b>Qualifications, training &amp; professional membership</b>	Educated to degree level in an appropriate discipline or equivalent, with extensive knowledge and skills in that professional discipline post qualification or HNC/HND in electrical/ electronic engineering with extensive knowledge and skills in that professional discipline.	Essential
	IEng., Member of the Institute of Lighting Professionals or equivalent	Desirable
	Evidence of continuing professional development	Essential

**The successful candidate will demonstrate evidence of the following experience, knowledge, skills and understanding. Evidence will be sought for selection purposes.**

<b>SERVICE DELIVERY / PROBLEM SOLVING</b>	
Extensive experience of assessing the condition of Street Lighting and associated assets and of determining appropriate maintenance and investment regimes;	Essential
Evidence of a strong performance focus with a proven track record of delivering complex projects on budget to challenging deadlines;	Essential
Creative and innovative approach to problem solving, exhibiting a 'can-do' problem solving attitude;	Essential
Extensive experience of the management of services through contractual relationships to deliver excellent value for money for the Council;	Essential

Experience of successfully working in a matrix management system working to ensure the effective achievement of service outcomes; and	Desirable
Experience of a relevant or equivalent service based on the principles of governance, risk management, probity, statutory requirement and best value.	Essential
<b>CUSTOMER FOCUS</b>	
Extensive experience of delivering demonstrably customer-focused services tailored to meet known needs of local communities.	Essential
<b>TECHNICAL / COMMERCIAL</b>	
Business and commercial acumen to support operational delivery of professional services, including ability to interpret and understand complex technical, financial and budgetary information;	Essential
Experience and demonstrable competence in using specialist ICT asset management, works management and design systems;	Essential
Experience in the use of personal computers and the Microsoft Office suite;	Desirable
Experience in the use of AutoCAD to produce engineering drawings;	Essential
Knowledge and experience of traffic management design to Chapter 8 of the Traffic Signs Manual;	Essential
Knowledge of the Design Manual for Roads and Bridges and Manual of Contract Documents for Highway Works;	Essential
Knowledge and demonstrable competence in working to BS 5489:2020;	Essential
Knowledge and experience of working to BS 7671 IET Wiring Regulations 18 <sup>th</sup> edition;	Essential
Knowledge and experience of designing and maintaining Street Lighting schemes;	Essential
Experience of working in the public sector, delivering schemes using in-house contractors;	Essential
Knowledge of commissioning and managing external consultants and contractors; and	Essential

Working practical knowledge and experience of operating within the requirements of the Scottish Road Works Commissioner as set out by the New Roads and Street Works Act 1991; the Roads (Scotland) Act 1984 and the Transport (Scotland) Act 2005.	Essential
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**PARTNERSHIP & ENGAGEMENT**

Successful partnership working and networking with key stakeholders, e.g. citizens, voluntary sector, business communities, suppliers, utility companies, developers and other public agencies; and	Desirable
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Experience of leading stakeholder engagement.	Essential
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**LEGISLATION**

Knowledge of major legislative and other issues facing local government with a particular focus on achieving effective delivery of services at a time of significant change and financial challenges;	Essential
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Working practical knowledge and experience of the Traffic Signs Regulations and General Directions 1991.	Essential
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Knowledge and demonstrable experience of working in accordance with the Road (Scotland) Act and the New Roads and Street Works Act 1991;	Essential
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Knowledge and demonstrable experience of working in accordance with the Road Traffic Regulation Act 1984;	Essential
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Knowledge and demonstrable experience of operating in accordance with the Health & Safety at Work Act 1974 and Construction (Design and Management) Regulations 2015; and	Essential
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Knowledge of the Management of Health and Safety at Work Regulations 1999.	Essential
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**Our Behaviours**

**Applicants will also be measured against the following behaviours as per the Council's Our Behaviours Framework**

**Respect**

- Listen to opinions, react positively to appropriate requests and work through disagreements calmly and politely to find solutions
- Treat others fairly, understand that everyone is equal and see the benefit of learning from others
- Get to know and understand others, build good relationships and recognise the contribution that everyone brings
- Look out for others and are ready and available to help when needed

- Show compassion and kindness and think about the impact of our body language, words and actions upon others
- Take care to make others feel comfortable and included and give them a chance to be heard
- Understand that everyone matters, show patience and are open and honest
- Work together, are helpful and gain the trust and support of others

## **Integrity**

- Behave ethically, bring our best each day and set a positive example for everyone
- Accept that mistakes happen, avoid blame and work with others to resolve and learn from them
- Speak up and acting with courage when faced with challenging situations affecting ourselves
- Are willing to create the right outcomes for our residents, colleagues and city
- Take responsibility for individual actions, follow through with commitments and trust others to do the same
- Seek relevant support and guidance when a situation is unclear or could negatively impact on people or the organisation
- Take decisions and actions that will help create a greener, more sustainable, fairer and prosperous city

## **Flexibility**

- Look for improvement, are open to feedback and are willing and determined to try different ways of working
- Recognise that different opinions are important and consider a range of ideas from everyone that reflect current circumstances
- Accept that change happens all the time and it can help us learn, grow and improve
- Give time to help others and understand the value our support can give
- Look for positive ways to make change work and view it as a useful opportunity
- Find straightforward, effective and sustainable ways to get things done
- Work together with different colleagues to help everyone achieve their goals
- Make the effort to listen to and connect with others