

Person Specification

Position Title	Transport Technician, Road Safety
Division / Section	Network Management and Enforcement
Service Area	Road Safety
Responsible To	Senior Engineer, Road Safety

Person Specification

Qualifications, training & professional membership	Educated to HNC level in relevant discipline or extensive demonstrable skills, knowledge, experience and competence at an appropriate level.	Essential
	Member of an appropriate Professional Body	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.

SERVICE DELIVERY / PROBLEM SOLVING

Demonstrable understanding and experience of Road Safety management and development.	Desirable
Experience of developing Road Safety designs and initiatives or similar.	Desirable
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

Essential

Experience of a relevant or equivalent service based on the principles of governance, risk management, probity, statutory requirement and best value.

Essential

CUSTOMER FOCUS

Extensive experience of delivering demonstrably customer-focused services tailored to meet known needs of local communities.

Essential

TECHNICAL / COMMERCIAL

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

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

Essential

Experience of leading stakeholder engagement.

Desirable

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

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

Knowledge and demonstrable experience of operating within CDM and Health & Safety legislation.

Essential

SERVICE KNOWLEDGE / SKILLS

Knowledge, experience and understanding of planning, developing, designing and delivering Road Safety projects and initiatives.

Desirable

Demonstrable knowledge and understanding of the Council's Road Safety Action Plan.

Desirable

Competencies & Values Framework

Applicants will also be measured against the following competencies as per the Competency Level outlined in the Council's Competency & Values Framework.

Customer focused Promotes the importance of quality customer/client services within the team and aims to exceed customer/client expectations; Identifies opportunities to improve the way the team delivers customer/client services; Ensures teams correctly identify customer/client needs and provide satisfactory solutions; Takes personal responsibility to manage customer/client relationships; Implements service improvements; and Monitors quality of service.

Works Effectively with others Treats team members fairly and equally, recognises and demonstrates appreciation of their contribution; Identifies with and has a shared commitment to achieving team objectives; Shares knowledge and information with others; Thanks others for their contribution and efforts; Fosters good working relationships within teams in own department; and Actively seeks others input and values their contributions.

Managing change	<ul style="list-style-type: none"> Reacts positively to change; Is flexible and adapts plans in response to change; Prepares and supports team members during periods of change; Constructively challenges current thinking and procedures and offers alternative solutions; and Gains acceptance of necessary changes by communicating their benefits with conviction and enthusiasm.
Taking Ownership and Responsibility	<ul style="list-style-type: none"> Takes the initiative to start activities or actions; Recognises when a decision is needed and commits to act; Is proactive, acts quickly to address current issues; Seeks feedback and takes appropriate action; Takes responsibility for personal development; and Modifies own behaviour to influence different situations.
Communicating Effectively	<ul style="list-style-type: none"> Uses positive, appropriate language in all situations; Communicates clearly and concisely to influence others; Uses a variety of methods to communicate in the most effective manner; Creates a positive confident impression; Uses interpersonal skills to have a positive impact in meetings; and Keeps written messages simple.
Planning and Decision Making	<ul style="list-style-type: none"> Regularly monitors progress and takes corrective action to ensure priorities are met; Gathers information from several readily available sources; Considers information objectively to establish logical options and generate solutions; Considers options and risks before making a decision; and Determines resources and co-ordinates work logically to ensure tasks are completed effectively.

