

Person Specification

Position Title	Road Construction Consents Inspector, Street Lighting
Division / Section	Place Management / Roads Maintenance
Service Area	Street Lighting and Signage
Responsible To	Senior Engineer

Person Specification

Qualifications, training & professional membership	Educated to National or Higher National Certificate/Diploma level in Civil Engineering or A certificate to demonstrate a qualification in an appropriate trade with significant level of relevant experience	Essential
	Associate Member, Institute of Lighting Professionals	Desirable
	Engineering Technician, Institute of Lighting Professionals	Desirable
	Qualified to IEE Wiring Regulations 18th edition.	Essential
	Evidence of continuing professional development	Essential
	Member of the Institute of Clerks of Works	Desirable

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

Detailed knowledge of Street Lighting installations, their construction and maintenance;	Essential
Extensive experience of supervising and overseeing the street lighting projects to ensure that agreed specifications are met in full and that quality standards are achieved consistently;	Essential
Evidence of a strong performance focus;	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; and	Essential
Experience of successfully working in a matrix management system working to ensure the effective achievement of service outcomes	Desirable
CUSTOMER FOCUS	
Extensive experience of delivering demonstrably customer-focused services tailored to meet known needs of local communities; and	Essential
Excellent communication and interpersonal skills.	Essential
TECHNICAL / COMMERCIAL	
Experience and demonstrable competence in using specialist ICT asset management, works management and design systems (eg CONFIRM, Symology);	Essential
An awareness and understanding of technical specifications and developments in the street lighting and electrical industry;	Essential
Knowledge and experience of assessing, reviewing and agreeing Street Lighting Designs as part of the RCC Consent process with developers;	Essential
A detailed knowledge of the uses and capabilities of the road maintenance equipment and machinery;	Essential
A detailed knowledge of methods of road construction and maintenance;	Essential
Experience in the use of personal computers and the Microsoft Office suite;	Essential
Experience in the use of GIS;	Essential
Must hold a valid UK driver's licence; and	Essential
Proven record of being able to work effectively with others and taking personal responsibility.	Essential
TRAFFIC MANAGEMENT	
Experience of successfully managing the traffic implications of road works and events to minimise the disruption for road users and pedestrians; and	Essential
Knowledge and experience of traffic management design to Chapter 8 of the Traffic Signs Manual.	Essential

PARTNERSHIP & ENGAGEMENT

Experience of stakeholder engagement / partnership working and networking with key stakeholders, e.g. citizens, voluntary sector, business communities, suppliers, utility companies, developers and other public agencies

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

Knowledge and demonstrable experience of working in accordance with the Road (Scotland) Act;

Essential

Knowledge and demonstrable experience of working in accordance with the Road Traffic Regulation Act 1984;

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 working in accordance with the Health and Safety at Work Act and Construction (Design and Management) Regulations;

Essential

Knowledge of Scottish Road Works Commissioners Advise Notes and Papers; and

Essential

Knowledge and Understanding of Codes of Practice for Safety at Street Works, Inspections Code of practice and Reinstatements Code of Practice.

Essential

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.