

Recruitment person specification

Post being recruited for: **Senior Engineer**

Council core competencies

These apply to all posts

Being customer / client focused

Working effectively with others

Managing change

Taking ownership and responsibility

Communicating effectively

Planning and decision making

These apply to posts with responsibility for managing people or resources

Leading others

Managing performance and developing others

Political sensitivity

Managers

1. Specify what the essential requirements are for your vacancy under each category. All candidates that have disclosed a disability must be interviewed if they meet the essential requirements.
2. Specify what the desirable requirements are for your vacancy under each category. Desirable criteria can be used to shortlist candidates if you have a high volume of applicants. However, you cannot use desirable criteria when shortlisting any candidates that have disclosed a disability.

Person specification

Category	Essential	Desirable (not every post needs desirable requirements)
Experience	Significant experience of leading and managing relevant or equivalent service within an organisation of comparable scope, size, and complexity within the public or private sector. Ability to provide strong leadership to create a high-performance culture and a clear sense of purpose. Experience of successfully managing in a matrix management system working to ensure the effective achievement of service outcomes. Experience and demonstrable competence in the use of the Design Manual for Road and Bridgeworks, Manual of Contract Documents for Highway Works and Traffic Signs Regulations and General Directions. Experience and knowledge of operating and managing Roads and Transport related Framework Agreements. Experience and demonstrable competence in the use of the New Engineering Contract (NEC4). Experience and knowledge of negotiating with contractors to settle contractual disputes and ability to agree final financial settlement within contractual timescales. 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 2019. Extensive experience of delivering demonstrably customer focused services tailored to meet known needs of local communities. Experience of leading employee and stakeholder engagement.	Experience of leading and managing relevant or equivalent service in a political environment. Experience of working in the public sector, delivering schemes using in-house contractors. Experience and knowledge of project managing roads, public transport, Active Travel, AIP and public realm schemes. Delivery of successful partnership working and networking with key stakeholders, e.g. citizens, voluntary sector, business communities, government and public agencies. Experience in the development and delivery of strategies and policies to provide sustainable and successful outcomes.

Knowledge, skills and understanding

Extensive knowledge and experience of the design and construction of capitalised road maintenance works and new transport related infrastructure including public realm works.

Extensive knowledge and experience in contract document preparation, procurement, and contract management.

Knowledge and experience of commissioning and managing external consultants and contractors.

Knowledge of Designing Streets and the Council's Street Design Guidance Procedures.

Business and commercial acumen to support operational delivery of professional services, including ability to interpret and understand complex technical, financial, and budgetary information.

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.

Knowledge and demonstrable experience of working in accordance with the Road (Scotland) Act and the New Roads and Street Works Act 1991.

Knowledge and demonstrable experience of working in accordance with the Procurement Reform (Scotland) Act 2014 and Public Contracts (Scotland) Regulations 2015;

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

Knowledge and demonstrable experience of operating in accordance with the Health & Safety at Work Act 1974 and Construction (Design and Management) Regulations 2015.

Knowledge of the Management of Health and Safety at Work Regulations 1999.

Knowledge and experience in the use of MX Roads design software or Autodesk Civil 3D.

Knowledge and experience of assessing, reviewing, and agreeing roads designs as part of the RCC Consent process with developers.

Qualifications and training	Educated to degree level in relevant discipline with extensive demonstrable skills, knowledge, experience, and competence at an appropriate level. or Incorporated Engineer and Member of an appropriate Professional Body plus demonstrable post incorporated experience or MSc with demonstrable post qualification experience in the specific discipline of the post. Evidence of continuing professional development	Chartered Engineer and Member of an appropriate Professional Body. Management Qualification by recognised Management Body.
Job specific requirements	The post holder may occasionally be required to work unsociable hours including nights and at weekends. The post holder may occasionally be required to work in inclement weather conditions, and adjacent to live traffic. Possess a full UK driving licence.	

