

Person Specification

Position Title	Transport Officer – Strategy and Development, Behaviour Change (Dynamicity)
Division / Section	Operational Services
Service Area	Transport Strategy & Partnerships
Responsible To	Strategy & Development Manager

Person Specification

Qualifications, training & professional membership	Educated to degree level in relevant discipline or extensive demonstrable skills, knowledge, experience and competence at an appropriate level.	Essential
	Evidence of continuing professional development	Desirable
	Membership of an appropriate Professional Body	Desirable
	Cycle Ride Leader qualified	Desirable

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

SERVICE KNOWLEDGE / SKILLS

Creative and innovative approach to problem solving, exhibiting a 'can-do' attitude;	Essential
Understanding of the challenges of developing, delivering and monitoring placemaking and mobility strategies and projects in an urban area.	Essential
Experience of analysing and communicating data to a variety of audiences to support understanding on progress against measurable objectives, such as Key Performance Indicators	Essential
Knowledge, experience and understanding of the development, design and/or delivery of street design and/or engineering projects;	Desirable

Experience of undertaking successful engagement on and communication of complex strategies and projects to challenging deadlines;	Desirable
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Experience of working in an organisation of comparable scope, size and complexity within the public or private sector.	Desirable
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Experience of working in a political environment	Desirable
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Knowledge and/or experience of behaviour change approaches in a transport context or similar	Desirable
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Experience of delivering cycling sessions such as led rides, essential cycle maintenance/Dr Bike, learn to ride sessions	Desirable
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STRATEGY AND CHANGE

Experience of developing, coordinating, implementing, and monitoring behaviour change	Essential
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TECHNICAL / COMMERCIAL

Strong written and verbal communication skills.	Desirable
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Strong numeracy skills	Desirable
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Experience in the use of personal computers and the Microsoft Office suite;	Desirable
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Knowledge of commissioning and managing external consultants, contractors and delivery partners;	Desirable
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Experience of the management of services through contractual relationships to deliver value for money;	Desirable
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PARTNERSHIP & ENGAGEMENT

Experience of successful partnership working, engagement and consultation with key stakeholders, e.g. citizens, voluntary sector, business communities, suppliers, utility companies, developers and other public agencies; and	Essential
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CUSTOMER FOCUS

Experience of delivering customer-focused services tailored to meet needs of local communities.	Desirable
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LEGISLATION

Knowledge and experience of working in accordance with relevant legislation governing changes and works on the road network (e.g. Road Traffic Regulation Act 1984, Roads (Scotland) Act, and the New Roads and Street Works Act 1; Health & Safety at Work Act 1974 and Construction (Design and Management) Regulations 2015)

Desirable

Our Behaviours

Applicants will also be measured against 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