

Person Specification

Position Title	Transport Technician, Roads Operations
Division / Section	Place Management / Roads and Transport Infrastructure
Service Area	Roads Operations
Responsible To	Senior Transport Team Leader

Person Specification

Qualifications, training & professional membership	Educated to National or Higher National Certificate/Diploma level in Civil Engineering (or similar)	Essential
	or A certificate to demonstrate a qualification in an appropriate trade with significant level of relevant experience.	
	Member of an appropriate Professional Body (ICE, IHT or similar)	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

Experience of providing a professional and technical service on road network management and maintenance, engineering design, inspection and project delivery; 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
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.	Desirable
CUSTOMER FOCUS	
Experience of delivering demonstrably customer-focused services tailored to meet known needs of local communities;	Essential
Experience in effectively managing customer correspondence and communications.	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
Preparing and presenting technical and non-technical reports;	Essential
Knowledge of roads maintenance specifications – DMRB / SHW;	Desirable
Experience of measurement and population of Bills of Quantities for roads maintenance scheme;	Desirable
Experience and demonstrable competence in using specialist ICT asset management, works management and design systems (eg Confirm, Symology etc).	Essential
Knowledge and ability to use a range of both office and site based equipment and computer packages, e.g. AutoCAD, topographical survey equipment, finance packages, PMS software, databases;	Essential
Risk assessments and compliance with Health & Safety legislation.	Essential

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; the Road Traffic Regulation 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; and	Essential
Knowledge and Understanding of Codes of Practice for Safety at Street Works, Inspections Code of practice and Reinstatements Code of Practice.	Essential

SERVICE KNOWLEDGE / SKILLS

Detailed knowledge in roads design, construction and maintenance;	Essential
Inspecting, monitoring and supervising traffic management and maintenance works in accordance with codes of practice, specifications and legislation;	Essential
Knowledge and experience of traffic management design and implementation.	Essential

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	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	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	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	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.

