

Engineer

Permanent role, working across both Boroughs

Grade G-H (appointment dependent on experience)

About You

You will have a background in Highways and Transport either in general traffic or highways engineering, or a specialism such as street lighting, structures, or flood risk management. You will have some experience and are looking to progress your career in H&T.

About the role

You will be part of a team managing the commissioning, design, delivery and management of Highways and Transport projects and services. The role has no direct line management or budgetary responsibility, but you will need to work with colleagues to manage scheme budgets and may need to oversee and supervise consultants and contractors. Engineer roles are across a range of teams in the service, common competencies are required, as well as team-specific competencies for certain roles.

Your role reports directly to the Senior Engineer or Principal Engineer

Delivery

- When directed by Managers, develop feasibility plans, options appraisals and business cases for potential highway, traffic and public realm schemes and undertake community engagement, or detailed designs.
- Secure the services of external consultants and contractors as necessary, operating effective contract management in consultation with the Senior and Principal Engineers.
- Develop, design, implement, hand-over to the relevant Asset Manager and monitor, traffic and public realm infrastructure projects. Ensure that those affected by proposals are able to contribute at all stages of development by promoting and enabling the active participation of internal and external stakeholders, the local community, business and specialist groups as appropriate

- Ensure that all works are developed in accordance with the Council's wider policy objectives, particularly those set out in the Council Plan, Local Plan and Climate Emergency Action Plan. Ensure that all works are undertaken in accordance with codes of practice and all relevant legislation.
- Dependant on role, be responsible for securing all street works permitting relevant to schemes under LoPS, including S58 Notices, PAAs and Permits and temporary orders.
- Provide the Asset Manager with as-built drawings of completed schemes at a quality to enable the highway asset database to be accurately updated.
- Assist in preparing advice to senior management and Council on the effects of relevant new or draft legislation, Codes of Practice or other initiatives, publications or developments, ensuring that appropriate Members and other interested parties are properly briefed and advised.
- Effectively schedule, co-ordinate and prioritise assigned work.
- Take responsibility, relevant to the post, for ensuring that Council policies and standing orders, relevant legislation are followed and adhered to.
- Work flexibly in undertaking the duties and responsibilities of this job, and participate as required in multi-disciplinary cross-department and cross-organisational groups and task teams.
- Be available to attend stakeholder meetings which may be out of normal working hours.
- Is responsible and accountable for delivering outcomes taking ownership and responsibility, as a 'distributed Leader', of all tasks and projects assigned to you, escalating risks in accordance with governance arrangements.
- Listens and engages meaningfully with partners, residents putting our customers and communities at the heart of our decision-making processes and ensuring the customer fulfillment journey is as seamless as possible.
- Is respectful of difference and is inclusive when working within our diverse teams and services, helping shape future ways of working in accordance with Future workplace principles.
- Takes full responsibility for their own personal development, ensuring mandatory training is completed.
- Has a zero tolerance of discrimination and harassment and challenges inappropriate behavior or actions, ensuring everyone brings their true authentic self to the workplace.
- Models our STAR values and behaviors in line with our Behavioral Framework with hybrid working.

Career Grade milestones for progression from G to H

- Achieves challenging performance targets and objectives, contributing to the service planning process
- Evidence of continual professional and personal development and actively shares learning with others
- Demonstrates a determination to provide a high quality service, meeting targets and utilising customer feedback to improve the service
- Leads on the development and design on a range of projects, managing complexity with external contractors , internal and external partners
- Confidently applies knowledge relating to the wider Borough policies around Local Plan and Climate Emergency Action Plan to drive the sustainability agenda
- Produces high quality reports of a complex nature and is able to present challenges and solutions to relevant Boards and Committees and Senior Management
- Provides a high level of professional advice to customers, partners and colleagues
- Coaches and supports the development of less experienced officers eg Apprentices, technicians, graduate Engineers and/or actively contributes to the development of technical and structural engineering knowledge of colleagues
- Challenges actions and behaviours that are contrary to STAR values and behaviours eg discrimination and bullying

Competencies

Essential Competencies, Skills and Knowledge	Desirable Competencies, Skills and Knowledge
Relevant technical qualification, e.g., HND/HNC/Degree or equivalent experience.	
Works collaboratively with others, leading by example in accordance	

with STAR Values and Behaviors.	
Support a learning environment where innovation and creativity are celebrated and risks are managed with a 'Can do' attitude	
Is competent with IT and Digital processes, seeking to drive digitisation	relevant specialist software eg AutoCAD
Has political awareness and has the ability to work collaboratively with elected members	
Is accountable and responsible for resources to undertake their role	
Is a champion for Change and Improvements and supports others on the journey	
Ability to analyse data and intelligence to drive improvements and collaborate with partners and communities, horizon scanning for best practice	
Communicates clearly and effectively with colleagues and understands corporate vision, plan and activities which may impact them	
Is able to develop a commercial mindset to service and implement projects in accordance with Project management principles and framework	
Highly organised, juggling priorities, often under pressure.	
Committed to Equalities Diversity and Inclusion in everything we do	
Broad knowledge of the external influences on the organisation and how they relate to the role	
Experience in delivering projects in accordance to good project management principles.	
knowledge of the latest legislation and best practice in the relevant field.	
Qualitative and quantitative statistical techniques for analysing data	

The Engineer will be expected to have experience in the discipline relevant to the appointed role.

Our Values

Becoming an enabling council is a key principle that runs through our organisational development and is embedded in everything we do. Underpinning these priorities are the following values:

- **Supportive** of trying new ideas, with the courage to change direction.
- **Transparent** and connected in all that we think, say and do.
- **Appreciative** of each other, recognising and celebrating success.
- **Respectful** of difference and valuing diversity.