

Recruitment person specification

Post being recruited for: Engineer

Council core competencies

These apply to all posts

Being customer / client 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.

Working 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.

Person specification

Category	Essential	Desirable (not every post needs desirable requirements)
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Experience	<ul style="list-style-type: none"> - Experience of the design and delivery of large roads and transport civil engineering projects; - Evidence of a strong performance focus with a proven track record of delivering complex projects on budget to challenging deadlines; - Creative and innovative approach to problem solving, exhibiting a 'can-do' problem solving attitude; - Extensive experience of the management of services through contractual relationships to deliver excellent value for money for the Council; - Experience of a relevant or equivalent service based on the principles of governance, risk management, probity, statutory requirement and best value. - Extensive experience of delivering demonstrably customer-focused services tailored to meet known needs of local communities. - Experience and demonstrable competence in using specialist ICT asset management, works management and design systems; - Experience in the use of personal computers and the Microsoft Office suite; - Experience in the use of AutoCAD to produce engineering drawings; - Experience in the use of specialist ICT asset management such as SMS, GIS and database systems; - Experience of contract preparation and administration using NEC conditions of contract, and subsequent site supervision, particularly in relation to road maintenance and renewal schemes and the design of new transport related infrastructure and public realm works; - Experience of leading stakeholder engagement. 	<ul style="list-style-type: none"> - Experience of successfully working in a matrix management system working to ensure the effective achievement of service outcomes; - Experience of working in the public sector, delivering schemes using in-house contractors; - Successful partnership working and networking with key stakeholders, e.g. citizens, voluntary sector, business communities, suppliers, utility companies, developers and other public agencies.
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Person specification

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Knowledge, skills and understanding	<ul style="list-style-type: none"> - Business and commercial acumen to support operational delivery of professional services, including ability to interpret and understand complex technical, financial and budgetary information - Knowledge and experience of designing projects to comply with Edinburgh Street Design Guidance principles; - Knowledge and experience of using Roads and Transport related Framework Agreements; - Knowledge and experience of traffic management design to Chapter 8 of the Traffic Signs Manual; and - Knowledge of the Design Manual for Roads and Bridges and Manual of Contract Documents for Highway Works. - 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; - Working practical knowledge and experience of the Traffic Signs Regulations and General Directions 1991; - 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 Road Traffic Regulation Act 1984; - 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; - Knowledge and demonstrable experience of operating in accordance with the Health & Safety at Work Act 1974 and Construction (Design and Management) Regulations 2015; and - Knowledge of the Management of Health and Safety at Work Regulations 1999. 	<ul style="list-style-type: none"> - Knowledge and Experience in the use of MX Roads Design software; - Knowledge and experience of assessing, reviewing and agreeing roads designs as part of the RCC Consent process with developers;
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Qualifications and training	<ul style="list-style-type: none"> - Educated to degree level in an appropriate discipline or equivalent, with extensive knowledge and skills in that professional discipline post qualification; - Evidence of continuing professional development 	<ul style="list-style-type: none"> - Incorporated member of the Institution of Civil Engineers or Chartered Institution of Highways and Transportation
Job specific requirements		