

## PERSON SPECIFICATION

**Job Title:** Highways Maintenance Engineer  
**Directorate & Section/Unit:** E & I, Highways Maintenance  
**Salary Grade:** PO1  
**WCC Management Level:** Supervisor Level 1

### EXPERIENCE:

It is **essential** that the post holder has

- Substantial experience of compiling, designing and delivering highways maintenance schemes
- Significant experience of designing and building major planned highways schemes
- Substantial experience in the selection of cost effective highway maintenance materials and processes.
- Significant experience of effective partnership working.
- Significant experience in resolving contentious and complex highway matters.
- Significant experience in supervising and mentoring technicians and junior technicians.
- Considerable experience in monitoring and controlling expenditure of budgets for major work schemes or minor works programmes.

It is **desirable** that the post holder has:

- Experience of dealing with severe weather and emergency events.
- Experience of highway maintenance programming.
- Experience of managing technicians and junior technicians.

### KNOWLEDGE, SKILLS AND ABILITIES:

It is **essential** that the post holder has:

- Specialist knowledge of highways maintenance, materials and techniques, including legislation and practice.
- The ability to prioritise scheme delivery for programmes of work.
- Excellent communication skills both oral and written.
- Ability to guide and mentor team members to achieve results.
- Excellent planning and organisational skills.
- Ability to undertake site surveys, sometimes in difficult weather and terrain
- Tactful yet firm, persuasive, negotiating and influencing skills.

- IT skills such as Microsoft office and Microsoft Project for scheme delivery.
- The ability to write technical reports and present information to senior managers, partner organisations.
- The ability to co-ordinate scheme delivery for programmes of work on a Countywide basis.

It is **desirable** that the post holder has:

- A working knowledge of Contractor practices
- A working knowledge of target pricing and NEC contracts.

#### **QUALIFICATIONS/TRAINING & DEVELOPMENT:**

It is **essential** that the post holder has:

- Level 5 qualification in Civil engineering (or equivalent), or equivalent competencies and the required level of experience.

It is **desirable** that the post holder has:

- Incorporated Membership of the Institute of Civil Engineers or similar
- Supervisor qualification.

#### **ADDITIONAL INFORMATION:**

- It is **essential** that the post holder has: A valid driving licence (need to drive high visibility County vehicles on high speed roads)
- Willingness to travel extensively within the County
- Willingness to work occasionally outside 'normal office' hours
- Able to work in emergency and severe weather situations.