**Job and Person Profile (JPP)**

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| **Job details** |
| **Job title** | Senior Engineer (Construction) |
| **Job Reference** | 19659 |
| **Grade and Salary** | G6 - £40,777-£47,054 per annum (pro rata for part time)This role includes performance related pay progression |
| **Service and Team** | Transport Strategy – Transport NSIP’s and Technical Team |
| **Location** | Endeavour House, 8 Russell Road, Ipswich IP1 2BX - Hybrid |
| **Hours per week** | 37 |
| **Status** | **Fixed Term or Secondment to June 2027 (funding)** |
| This role may offer the following flexible working options | * *Working part time hours (eg different hours/days to those advertised)*
* *Job sharing*
* *Working compressed hours (eg a nine-day fortnight)*
* *Term time working (including partial term-time working)*
* *Use of flexitime / time off in lieu*
* *Hybrid working options, including some home working*
* *Working from different Council buildings*
* *Working adjusted core hours (eg starting later and finishing later or other patterns)*
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| **About us** |

As a modern and effective council, we understand the importance of being flexible and well-connected in the ways we work. We focus our ambitions on doing what’s right for people, our partners and our communities - both now and for the future.

That’s why, as one of the largest employers in Suffolk, we believe in empowering everyone. Through career variety and collaborative working, accessible career paths and professional development.

The support and care we offer encourages and enables you to be the best you can be. To make a meaningful impact on the world around you. To achieve a unique sense of pride in what you do, why you do it and where. **Reimagine the possibilities.**

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| **Main purpose of the job** |

To manage a small team comprising Engineers and Technicians undertaking site inspections of developer funded highway schemes.

To ensure that the works are constructed in accordance with National and Suffolk County Council (SCC) design and specifications and that records for improvement and adoption of highways are completed and recorded on the relevant database. To provide leadership on the specification of highway works. Ensure that team comply with relevant health and safety guidance. To advise colleagues in the planning team of appropriate technical specifications to aid their statutory responses to planning applications.

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| **About the team**  |

This post is within the Transport Strategy Team, part of the Growth, Highways, andInfrastructure Directorate of SCC. The team is responsible for advancing Inclusive Growth through transport initiatives across Suffolk. You’ll work closely with colleagues in project management, planning, and highways who support the delivery of Nationally Significant Infrastructure Projects (NSIPs).

You’ll be part of a supportive, inclusive, and dynamic team environment, engaging with a challenging and varied workload tied to high-profile construction projects. The role offers access to regular technical presentations, a wide range of learning opportunities, and support for Continuing Professional Development (CPD) and professional accreditation.

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| **What you will be expected to deliver in the role** |

**Day to day tasks may include:**

* The Senior Engineer manages a small team of Site Engineers reporting to the Principal Engineer (Construction).
* You will be required to manage the work of Engineers and Technicians in a small team with up to 3 members of staff that will perform the Highway Authorities responsibility under the Planning Process to deliver safe cost-effective highway infrastructure to support growth.
* This requires you to
* Manage your teams workload and output.
* Undertake annual PDR for all staff under direct line management.
* Train and develop staff to ensure performance within team through regular technical audits.
* Assist with team recruitment and selection of staff.
* You will manage delivery of s38 and s278 agreements of the Highways Act through your team’s timely inspection of sites. Negotiate solutions on such matters as road layout, junction design, footway, cycleway links, drainage and street lighting to ensure the proposed layouts are constructed to approved standards and best practice.
* Ensure designs are compliant with CDM, Health and Safety legislation, national and local guidance and specifications as appropriate.
* Ensure that sites within the public highway are safe and all legislation such as temporary legal orders are in place and that appropriate, safe traffic management is provided at all times.
* You and your team will liaise with the technical approval engineers and colleagues responding to planning applications to ensure satisfactory execution of s38 and s278 agreements in respect of compliance with layout and construction detail.
* You will ensure that databases of all section 38 and 278 agreements are maintained and supporting documentation provided and approve final completion.
* You will support junior colleagues with technical and legal highways knowledge and training taking responsibility for training and supporting technicians or apprentices within your team.
* You will represent the Highway Authority at public meetings and Planning Committee meetings as appropriate.

Although this list provides examples of what you will be doing it’s not intended to be exhaustive, and you will have personal objectives linked to our People Plans and Strategies that will be discussed and agreed with your line manager when you start.

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| **Person Profile – what you will bring to the team** |

**Qualifications and professional memberships**

1. NVQ Level 7 (postgraduate), or Level 6 (graduate with experience, working towards post-graduate)
2. Incorporated or Chartered Engineer or Planner or equivalent experience and knowledge (desirable)
3. Membership of appropriate professional organisation
4. Working towards diploma in Management Studies/ leadership certificate (desirable)

**Values and personal qualities**

1. Demonstrates a passion for making a positive difference for Suffolk.
2. Shares our [[WE ASPIRE](https://www.suffolk.gov.uk/jobs-and-careers/working-for-suffolk-county-council/our-weaspire-values/)](https://www.careers.suffolk.gov.uk/home/about/our-values) Values and strives to lead by example in relation to these.
3. A strong commitment to fairness and Equality, Diversity and Inclusion (EDI).
4. Strives to continuously improve in everything they do, taking the initiative to learn and develop.
5. Brings creativity into their work through innovation and openness to change.
6. Collaborates well with others and offers assistance and support to colleagues.
7. I am committed to the promotion of sustainable transport for all.
8. I work with my colleagues to achieve the best we can and support one another in our work as one team.
9. I build relationships outside of the Transport Strategy team to help deliver our objectives.
10. I make things happen by empowering, encouraging and motivating colleagues and by showing respect to all people we work with and for.
11. I remain patient and calm to maintain a position which may be unpopular or controversial in challenging situations such as public meetings.
12. I am creative and enthusiastic in my approach to work.

**Specialist knowledge skills and experience**

1. Comprehensive knowledge in relevant field of transport strategy, specifically specialist knowledge and experience of highway and engineering construction, specification, highway law, health and safety legislation, CDM (essential) and residential street design (desirable)
2. Detailed understanding of transport legislation, local & national strategy, technical and political frameworks relevant to own specialism.
3. Highly developed verbal and written skills to interpret complex legislation, guidelines, and technical information to produce reports, recommendations and advice for a wide range of audiences using a variety of media.
4. Some experience of managing multiple complex projects and external partners to successfully deliver objectives within challenging budgets and timescales.
5. Recognised experience of applying creative thought and working collaboratively with a range of stakeholders to develop solutions to complex problems.
6. Proven ability to effectively manage small budgets or resources.
7. Proven experience of motivating and leading a small team.
8. Political awareness and good understanding of local government.
9. Able to represent the authority at meetings, often in complex and challenging circumstances.
10. Proficient in the use of software packages such as Microsoft Office (essential), AutoCAD (desirable) and other design software.

**Additional requirements**

1. Able to travel across the County to and attend various meetings and carry out site inspections.
2. Occasional out of hours working

If you think you have what it takes to be successful in this role, even if you don’t meet all the criteria, please apply. We’d appreciate the opportunity to consider your application.

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| **Travel requirements** |

You will need to travel, so you must either hold a full, current driving licence and have access to personal transport or meet the mobility requirements of the role through other reasonable and suitable means.

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| **Our values – WE ASPIRE** |



At Suffolk County Council our WE ASPIRE values set out the behaviours we expect from everyone in the organisation regardless of who they are, what their role or grade is or where they work.

The values have been developed through feedback and input from employees at the council and underpin how we go about our everyday work. They define us and help us to be the best we can be.

Visit our [**careers pages**](https://eoce.fa.em3.oraclecloud.com/hcmUI/CandidateExperience/en/sites/CX_3001/pages/11002) for more information on our WE ASPIRE values.

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| **Our Customer Commitment** |



In addition to our WE ASPIRE values, we also have a **Customer Commitment** which sets out a number of strong principles that help support high standards of customer service and care that we can all endeavour to consistently demonstrate.

For more information, view our [**Customer Commitment poster.**](https://sccrecruit.blob.core.windows.net/assets/SCC/Other-Docs/17.06.2020_%20CUSTOMER_COMMITMENT_POSTER.pdf)

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| **More information for recruitment applicants** |

We offer a fantastic working environment including diverse and active staff networks,

great flexible working options and many benefits, as well as the opportunity to improve the lives of Suffolk residents.

Visit the [**Suffolk County Council career website**](https://eoce.fa.em3.oraclecloud.com/hcmUI/CandidateExperience/en/sites/CX_3001/pages/11002) to learn more, including information about adjustments to recruitment processes, our interview schemes and other commitments to equality, diversity and inclusion.