

Kirklees Council, Highway Operations

Group Engineer (Honley depot, Huddersfield and Headlands depot, Liversedge)

Kirklees Council and Highways Service has retained its own in house service delivery team over many decades. Its service delivery role is not just about highway construction but also delivering a severe weather response (eg. winter maintenance, flooding) and dealing with emergencies. Highway construction work ranges from reactive (eg. pothole repairs, paving repairs, street lighting faults, gully emptying) to larger schemes delivering the Highways Capital Plan and supporting the Council's many ambitions, especially the Huddersfield and Dewsbury Blueprints. Highway Operations is also supporting the West Yorkshire Combined Authority in delivering transportation projects to deliver its Transport Strategy.

Highway Operations is based at two operational depots – one near Honley in south east Kirklees and one near Liversedge in north east Kirklees. It comprises about 130 employees – approximately 100 site skilled employees, 30 engineers and business support officers. The turnover in Highway Operations across all its functions is about £20 million per year. It remains as a 'traded service' with the Council so needs to 'balance its books', matching costs and income. A Group Engineer manages each operational depot with an Operational Manager for Highway Operations who reports to Head of Highways.

Highway Operations, (within and) together with Highways Service has a massive transformational agenda. The role is crucial in the leadership and management of a depot environment with a large male dominated front line workforce. Your people skills, emotional intelligence, patience, understanding and empathy are paramount including the handling of mental health issues. Your decision making skills must be strong, firm and also reflective. The 'cut and thrust' of the depot environment, competing and changing priorities make this a role for only the 'brave hearted'. You can only join us if you are made of the right stuff. You will have:

- Responsibility for the day to day leadership and management of an operational highways depot comprising about 50 site skilled employees, 15 engineers and other officers.
- Experience of working within a trade union relationship framework, including collective bargaining.
- Extensive experience of working in a highway construction environment including materials, methods and techniques, innovation, health and safety practices, programming – in a wide range of disciplines eg. reactive repairs, footway and carriageway works, drainage, street lighting, carriageway planing and resurfacing, structures (eg. mass gravity walls).
- Detailed knowledge and experience of the application of health and safety legislation in construction, especially CDM, PUWER, COSHH, LOLER, Control of Vibration at Work, Control of Noise, Manual Handling, Working at Height Regulations.
- Experience of the application of The Working Time Regulations and GB Domestic Drivers' Rules on a construction based organisation.
- A strong and demonstratable commitment to the health, safety and well being of employees.
- Experience of delivering extensive organisation changes and overcoming the challenges involved.
- Experience in managing behaviour and conduct issues including carrying out supervisory meetings and disciplinary investigations.
- Experience in applying an Attendance Management Policy and Procedures in an organisation.
- Liaise with, and advise, various Council departments, partners, and 3rd parties on highway construction issues and understand the need for a high level of effective and efficient communication, both written and verbal.
- Experience in working in local government and a political environment.

- Experience in practical performance management of employees and construction activities.