

Group Engineer – Grade 13/14

Job purpose

At Kirklees we want to be innovative and creative in the way we work to deliver our services to our communities. We know we have challenging times ahead, so we are always looking for better and smarter ways to work.

The Group Engineers will be responsible for the operational leadership and management of teams who deliver streetworks co-ordination and management, Health & Safety, Asset Management, Planned Maintenance and Safety Design, Street Lighting Maintenance & Design, Contracts, collaborative working across West Yorkshire and the Combined Authority, safety inspections, programming and delivery of construction through in house and contract / consultant resources. They will also provide technical guidance and management.

As a Group Engineer you will ensure your team(s) work efficiently and effectively and that the services provided are of a high quality, demonstrate value for money and overall have a positive effect on the lives of people within Kirklees.

Please refer to Progression Criteria document for further information on progression to Grade 14.

This role is based within [Environment and Climate Change](#). Find out more about [working for Kirklees](#).

Key areas of responsibility

- You will manage teams within your Group who carry out engineering, technical, non-technical and specialist work. You will develop the potential of your staff and promote a good working environment which maximises and values employee contribution in achieving service objectives, in an environment of continuous service change.
- You will promote a culture of performance management, continuous improvement, and ongoing achievement. Your aim will be for your teams and the Group to deliver high quality, cost-effective business development solutions that meet the council's political priorities so effective budget, resource and programme management is essential. You will plan, monitor, manage and evaluate the work of your teams, and along with your peers will constructively hold each other to account to improve effectiveness in performance. You will be accountable for monitoring and reviewing your team(s) delivery against Council objectives, standards, and performance measures.
- Communication is vital for the effective and efficient work of the Highways Service. You will ensure that you undertake good and informative communication process so that all your team(s) are aware of the Service objectives / future plans and the Council's vision and values which impact on how our service is delivered. You will also be required to deputise for your Operational Manager or Unit Manager from time to time.
- You will actively promote a culture of safe working practices, having a thorough understanding and practical application of safe systems of work allied to the construction industry.

- Lead and deliver an efficient and responsive Service which is attuned to customer needs and political priorities, within budget.
- Provide lead technical and specialist support and advice to your teams, senior management, Council, Cabinet, and Scrutiny.
- Ensure the service proactively contributes to collaborative partnership working.
- Develop, promote, and sustain a positive image of the Service when dealing with customers and partners both internal and external.
- Timely monitoring and reviewing of information to inform decision making and allocate resources to deliver to time and budget.
- Takes a proactive approach to negotiation and decision making.
- Applies knowledge and understands how local government operates.
- Applies experience of writing reports for decision making committees, preparing working procedures and implementing policy change.
- Delivers an effective level of service which meets or exceeds standards.

Position of job in organisational structure



Employee Specification

Knowledge, qualifications, skills, and experience	Shortlisting criteria
An appropriate professional or academic qualification that supports and develops the skills and abilities required for the post or the ability to demonstrate significant experience.	Essential
Experience and knowledge of budget preparation and financial/budgetary management and control.	Essential
Experience of effective leadership alongside team management and development.	Essential
Experience of commissioning skills to ensure an appropriate level of resourcing to deliver effective project / programme management. Must have proven ability to apply these skills in the delivery of construction projects.	Essential

Knowledge, qualifications, skills, and experience	Shortlisting criteria
A performance management ethos to ensure efficient and effective service delivery.	Essential
A team player with proven effective communication skills, to create and maintain constructive relationships across a range of groups – i.e. Councillors, West Yorkshire Partners, Trade Unions	Essential
Customer focused with excellent relationship management skills.	Essential
A working knowledge and understanding of policy, procedures and legislation applicable to the post.	Essential
Demonstrate effective and creative use of communication tools to deliver concise and motivational messages, appropriate to the role.	Essential

Behaviours and expectations

The right behaviours and attitudes are as important to us as the skills you bring to the job. We expect all our employees to demonstrate the following behaviours:

- Positive
- Honesty
- Respectful
- Flexible
- Communicative
- Supportive

You will also promote and be a role model of the Council's expectations of a New Council Employee within the organisation. This role is at level 2. Find out more about [Council Behaviours and Expectations](#).

General information

See your responsibilities related to [Safeguarding](#).

This Job Profile is intended to provide an understanding and appreciation of the responsibilities of this particular job. It is not possible to specify every detail and we expect you to work flexibly within your skills, knowledge, experience, and grade of this job.

For Office Use Only:

Job Category	Highways	Grading ID	63380 / 63390
Job ID	80100598	Last Updated	September 2020
Job Focus	No	Career Progression	Yes

Contractual Variants

DBS Category	No	DBS Type	No
Health Check	No	Politically Restricted	No
24/7 working	No	Public Holidays	No
Night Working	No	Alternating Pattern	No
Standby	No	Other	No
Checked by HR	M Lunn		