

Principal Engineer – Grade 10 - 12

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.

In Highways Services our Principal Engineers are on career grades and their duties and level of responsibility will vary according to the grade and demonstration of standards required. This job profile reflects that as a Principal Engineer you will have professional technical knowledge, experience, and competence to use your skills and experience to manage teams delivering a variety of highway and transportation related projects. You will be involved in the feasibility, planning, design, procurement, construction, implementation, financial and resource management of highway projects ranging from minor works packages to large scale multi agency transportation and public realm schemes.

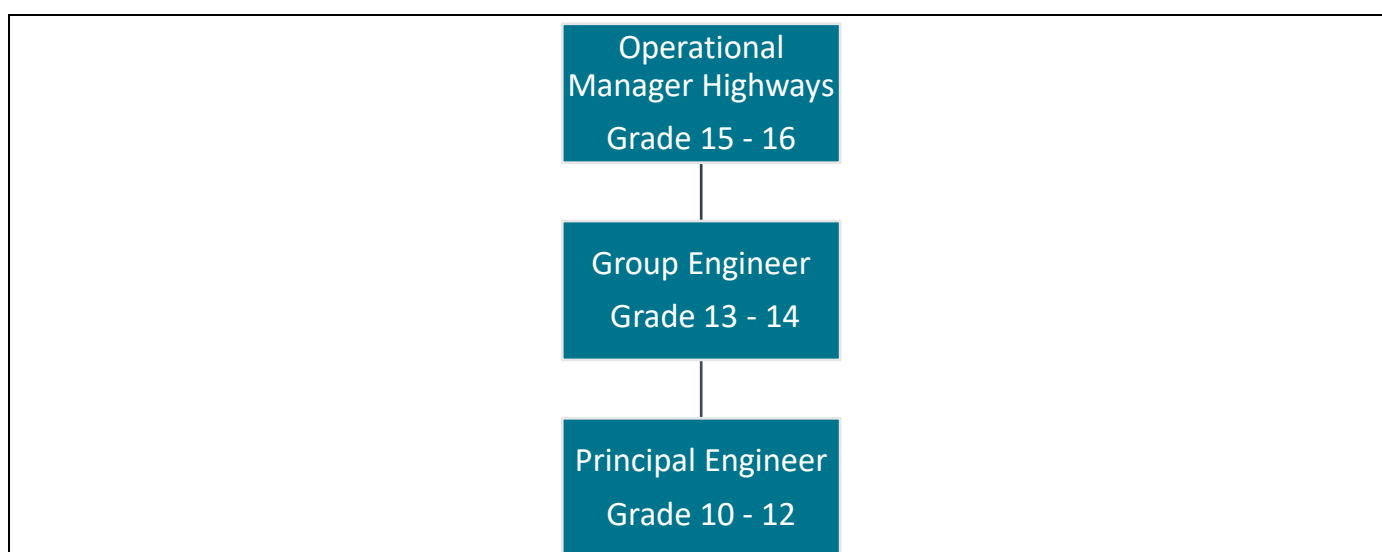
This role is based in [Environment and Climate Change](#) Find out more about [working for Kirklees](#).

Key areas of responsibility

- Technical knowledge and understanding for a range highway related schemes including safety, legislative, regulatory, and legal requirements, as well as contractual, industry standards, policy and relevant procedures and protocols and knowledge of how local government operates.
- You will use your technical and working knowledge together with practical experience in managing the delivery of a wide range of engineering projects on and adjacent to the highway, including managing the financial accounts.
- You will need to implement effective, value for money and innovative delivery solutions to meet technical and project requirements.
- Apply project management approach and processes e.g., PRINCE2 based, in delivery of projects.
- You will need to be able to deliver and maintain operational service delivery through change.
- Have the necessary approach and effectiveness to work in a culture of quick changing priorities and reduced resources.
- Lead and manage the performance of site-based workforce across planned, reactive, drainage and street lighting works, during our evening, night, and flexible working models.
- You will be expected to attend progress meetings, meetings with the public and local Councillors.
- You must be able to motivate and inspire junior members of staff.
- You will manage a team with minimal supervision with the capability to manage a challenging workload subject to change at short notice.
- Proactive approach to negotiation and decision making, including with those with trade unions.
- Management and delivery of the response to adverse weather, particularly winter.

- Prioritise your own, and other's workloads to meet programmes, budget constraints and deadlines.
- Technical report writing to suit the understanding of the reader and audience.
- Performance management, to effectively undertake ensure performance management and HR related processes, such as inductions, probationary, attendance meetings, appraisals, informal/formal actions, and progress disciplinary procedures as necessary.
- Use excellent communication skills both written and oral in your engagement with internal and external stakeholders.

Position of job in organisational structure



Employee Specification

Knowledge, qualifications, skills and experience	Shortlisting criteria
Hold a Degree or Master in Civil Engineering or related discipline or proven ability to work at that level.	Essential
In-depth knowledge and experience to prepare and organize all stages of scheme implementation including demonstrating clear understanding and application Health and Safety related practices including CDM, safety & risk management.	Essential
Have the competence to use IT systems including, Microsoft Office suite, GIS based mapping systems, and an understanding of AutoCAD.	Essential
Ability to work on your own initiative, using your engineering judgement and decision-making skills, including demonstrating excellent communication skills, both written and oral.	Essential
Experience of managing staff including, performance, absence and other Human Resources related issues.	Essential
Demonstrate flexibility in undertaking duties, including the requirements for seasonal working hours, evenings and nights where appropriate.	Essential

Knowledge, qualifications, skills and experience	Shortlisting criteria
Work well leading and as part of a team and demonstrate a customer focused approach and have excellent relationship management skills.	Essential
Take responsibility and accountability for the delivery of projects and outputs of your teams.	Essential
Experience of consultation and negotiation with other Directorates, Councils, statutory undertakers and organisations to ensure all interested parties are fully informed of your projects.	Essential
Hold a full and valid driving licence and be willing to undertake and pass a Kirklees Council driving test and travel between sites using a Council vehicle.	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](#).

Driving licence or able to travel independently across Kirklees, exceptions maybe made for disabled candidates.

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	Highway	Grading ID	16851 / 16852 / 16853
Job ID	80100885	Last Updated	June 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		