

Senior Engineer – Grade 7 - 9

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.

You will be responsible for providing effective engineering and or technical services that improve the lives of customers. This work will include 'engineering' in many highway related disciplines; highway design or development, structural design, construction, works co-ordination, street lighting, drainage, Section 38 developments, maintenance inspections/assessments, accident reduction, traffic management and transportation. Specific duties and responsibilities will be allocated to meet the needs of the Service.

This role is based within [Environment and Climate Change](#)

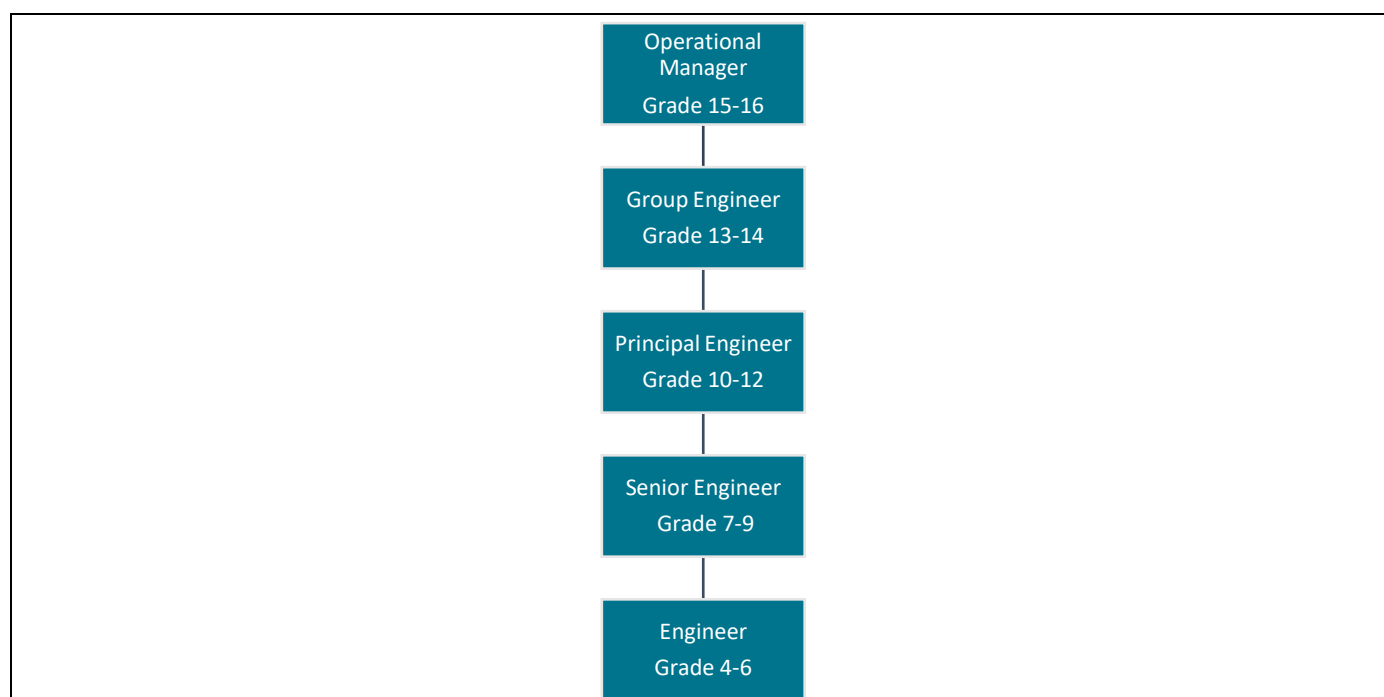
. Find out more about [working for Kirklees](#).

Key areas of responsibility

- As a first line manager, your role will involve managing small teams, in an allocated area of work. You will develop and maximise the potential of your staff and promote a good working environment.
- Ensuring that adequate levels of service are always provided, you will help plan workloads, set objectives and targets and ensure effective decision-making. You will develop the potential and promote a good working environment in which their work to achieve Service objectives is appreciated and valued. You will make sure that enquiries and requests are dealt with in a professional and responsive manner. You and your team will ensure you deliver a high quality, cost effective provision that meets Service and corporate priorities.
- You will lead on or assist with specific projects, carry out research, monitor performance and contribute to the development, implementation, monitoring and review of working practices and procedures. This will help determine if services continue to meet customer needs, demonstrate value for money and make effective use and provision of resources, comply with relevant legislation, codes of practice and standing orders. You will be required to present findings and give recommendations to others, including senior managers. You will also assist in the preparation, provision, monitoring and analysis of a limited budget within an area of work.
- You will carry out a range of technical tasks, being proactive in your approach, liaising and negotiating with staff across the Service, other Council departments, Councillors, external organisations, agencies and members of the public, providing a courteous, helpful, confidential and responsive service. You will also be required to attend meetings and Exhibitions and work on site, as necessary.
- You will contribute to, and deliver within budget, an efficient and responsive service to meet the needs of customers, the Service and political priorities.

- You will work with internal and external partners including businesses, communities, the voluntary sector, councillors, other council services and our own staff.
- You will proactively develop, sustain and promote a positive internal and external image of the Service when dealing with customers and partners.
- Support the management and development of the Service to help it deliver its own and corporate priorities.
- Improve services provided through business/process re-design and effective project management
- The job requires you to take part in training and development and you will be educated to HNC/HND or level 4 in a relevant qualification or have the ability to demonstrate through previous relevant experience.

Position of job in organisational structure



Employee Specification

Knowledge, qualifications, skills and experience	Shortlisting criteria
Hold HNC/HND or level 4 qualification or above in civil engineering or related discipline or proven ability to work at that level.	Essential
Experience of design and /or leading in the identification and organisation of all resources required for work.	Essential
Experience in prioritising and co-ordinating designs, evaluations, procurement processes, site inspections, training/initiatives, research, and providing recommendations.	Essential
Project management knowledge and experience	Essential

Knowledge, qualifications, skills and experience	Shortlisting criteria
Supervision and management of others and knowledge and experience of providing basic advice and guidance on Human Resources issues.	Essential
Experience of presenting information in formats suitable for a variety of audiences	Essential
Demonstrate an ability to work on your own initiative with minimal supervision with good team working skills.	Essential
Good level of IT knowledge and skills including Microsoft Office.	Essential
Ability to use the design tools and software, e.g. AutoCAD, Key System, Civil 3D (for Highway Design) and MicroDrainage (for Highway Design and Drainage), etc.	Essential
Dependant on role you will have NRASWA Supervisor accreditation.	Desirable for Senior Engineers in Operations and Asset Maintenance only
Able to respond to Councillors operational requests impartially & confidentially.	Essential
Travel is an essential part of this job and therefore it would be extremely difficult for you to do your job effectively if you did not use a car for all or most of the time. It is essential that you hold a full and valid driving licence, and it is expected that you will either use a council vehicle or your own car.	Essential
Following an offer of employment, you will be required to undertake a standard medical screening and other medical screening as determined by the Occupational Health Unit appropriate to occupational risk.	Essential
Willing and able to work nights in order to deliver on schemes and traffic management solutions	Essential for Senior Engineers in Maintenance and Urban Traffic Management Control only

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	Highways	Grading ID	16857 16856 16854
Job ID	80101056	Last Updated	December 2021
Job Focus	Yes	Career Progression	Yes

Contractual Variants

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