

PERSON SPECIFICATION

JOB TITLE	GRADE	DIRECTORATE	SERVICE AREA
Senior Engineer	Scale SO1/SO2	Environment and Regeneration	Transportation

NOTE TO MANAGER

Remember in completing this form you are setting the expected standard for the person you need for this job, on this occasion, and also suggesting the questions you devise and ask at shortlisting and interview stages. You must, therefore, describe the requirements in ways that are both accurate and capable of being tested. Above all, the requirements must be job related and non-discriminatory. Take care to ensure job description, person specification and advertisement are consistent. Mark each of the criteria as either 'essential' or 'desirable' by putting an '(E)' or '(D)' at the end of each of the criteria. Whilst all points on the specification are important, those marked essential must be met.

NOTE TO APPLICANTS:

Whilst all points on the specification are important, those marked 'E' (essential) are the key requirements. You should pay particular attention to these points and provide evidence of meeting them. Failure to do so may mean that you will not be invited for interview.

CRITERIA	NECESSARY REQUIREMENTS		* M.O.A.
EXPERIENCE (Required to do the job) Consider type, paid, unpaid, depth	1. Experience of working in Development Control (Highways)	E	A, I
	2. Knowledge and experience of current Transport and Planning Policies and Government guidance	E	A, I
	3. Knowledge of road and footpath construction standards	E	A, I
	4. Experience of securing improvements to the transportation network through the development control process	E	A
SKILLS AND ABILITIES Consider level and type e.g. written, verbal, numerical, supervisory or other job related skills	1. Understand and analyse Transport Assessments submissions by developers in relation to planning applications	E	A, I, P
	2. Ensure that highway designs relating to developers proposals are to appropriate geometric and construction standards and specifications	E	A, I
	3. Manage and control the adoption of new highways in accordance with Section 38 and 278 of the Highway Act 1980	E	A, I
	4. Ability to prepare evidence and represent the Authority in connection with written representation appeals, informal hearings and public inquiries	D	A, I
	5. Have excellent negotiating skills	D	A

	6. Ability to cope and manage high levels of workload and pressure 7. Work as part of a team 8. Ability to relate well to people at all levels 9. Clear understanding of priorities and the importance of achieving deadlines	E E E E	A, I A, I A, I A, I
EDUCATION/QUALIFICATIONS/KNOWLEDGE Consider level and type e.g. vocational training, job-related	1. Degree in Engineering, Planning or related discipline 2. Membership of a relevant professional institution	D D	A A
OTHER REQUIREMENTS Hours of work, rota patterns, working conditions, location and the requirement to drive should be stated if essential to the job	1. Requirement to be in attendance outside normal working hours for the purpose of attending meetings or in other special circumstances	E	A
COMMITMENT TO EQUALITY AND DIVERSITY Consider the level of understanding and knowledge required	1. Ability to understand and demonstrate a commitment to equality and diversity		
COMMITMENT TO SERVICE DELIVERY/CUSTOMER CARE Consider level of knowledge required			

COMPLETED BY	DATE	APPROVED BY	DATE
Stephen Hunter	April 2007		

METHOD OF ASSESSMENT (* M.O.A.) **A** = APPLICATION FORM, **C** = CERTIFICATE, **E** = EXERCISE, **I** = INTERVIEW, **P** = PRESENTATION, **T** = TEST, **AC** = ASSESSMENT CENTRE