

Person Specification



Job Title	Highway Improvement Engineer
Grade	SC6-PO2
Service/Section	Highways and Traffic
Directorate	Transport

Shortlisting Criteria: Essential criteria assessed via application form should be used to shortlist.

Criteria	Essential/ Desirable	Scale 6	SO1/SO2	PO1/PO2
Knowledge, Skills and Abilities				
High level of technical knowledge of the area in which the post operates.	E	Learning through studies and on the job.	As Scale 6 but with increased knowledge. At least 50% of SO2 Requirement	As Scale SO1/2 but with increased knowledge
Ability to communicate effectively (both orally and in writing) with the public and other professionals.	D	Increasing experience on the job learning through studies and on the job. Increasing experience on the job	As Scale 5/6 but with increased experience. At least 50% of SO2 Requirement	Able to write reports with minimum input from supervisor.
Knowledge of electronic systems of works ordering and notification Basic knowledge of Microsoft Office programmes and internet	E	75% of SO2 Requirement	100% of SO2 Knowledge	As Scale SO1/2

Ability to prioritise and manage their own workloads with minimum supervision and meet deadlines in a busy environment.	E	Learning through studies and on the job. Increasing experience on the job	As Scale 6 but with increased experience. At least 50% of SO2 requirement	As Scale SO1/2
Qualifications and Experience				
Educated to degree level with extensive experience in traffic and municipal engineering OR an appropriate technical qualification with extensive experience in traffic and municipal engineering.	E	Working towards degree / technical qualification. Increasing experience on the job	As Scale 56 but with increased experience. At least 50% of SO2 requirement	As Scale SO1/2 but with increased and demonstrable experience.
Experience of working with external agencies / partnerships relevant to the area of work	D	Increasing experience on the job	As scale 6 but with significant experience.	As Scale SO1/SO2 but with further experience that can be demonstrated
Experience of day-to-day supervision of contractors	D	N/A	Experience in this area.	Significant experience in this area.
Equal Opportunities				

Understanding of and commitment to the Council's equal opportunities policies and ability to put into practice in the context of this post.	E			
Understanding of and commitment to achieving the Council's staff values and ability to put into practice in the context of this post.	E			