



Person specification			
Post title	Graduate Engineer – Highways and Capital Delivery	Grade	Pay Band G / SCP 19-22
Service Area	Regeneration and Economic Development – Highways and Capital Delivery	Section/team	Highways and Capital Delivery (Various Teams)

Shortlisting Number	Criteria	Essential\Desirable	Method of assessment
Skills, knowledge, experience			
S1	Ability to embrace the values of KMBC	E	A/I
S2	Knowledge of current traffic / highway design guides and best practice	E	A/I
S3	Knowledge of current highways design principles and practices, relating to the design and delivery of highways projects, preferably on a practical level	E	A/I
S4	Knowledge / experience of delivery of highways projects in relation to good project management and ensuring appropriate outcomes	E	A/I
S5	The ability to analyse problems and interpret technical information and provide appropriate solutions	E	A/I
S6	A questioning and challenging approach, with string attention to detail and ability to make correct judgements	E	A/I
Personal attributes and circumstances			
P1	Integrity - ability to be open and honest, to maintain high standards of personal behaviour and display strong moral principles	E	A/I
P2	Accountability - willingness to take personal responsibility for your actions and decisions, and to understand the consequences of your behaviour	E	A/I
P3	A demonstrable willingness to share information and work with other people.	E	A/I
P4	Respect - a strong desire to treat people with care and dignity, observing the rights of other people, and helping and supporting others where you can	E	A/I

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P5	Communication and Customer Care – displays genuine interest in customers and presents positive image of self and Council	E	A/I
P6	A considerable commitment to flexibility, both in terms of duties undertaken and the need to occasionally work outside normal hours	E	A/I
P7	An ability to keep a positive perspective and perform well including during difficult situations	E	A/I
P8	Required to have a current full driving licence and access to personal transport (or equivalent mobility)	E	A/C
P9	Provide a vehicle or equivalent mobility	E	A/I
Communication			
C1	Ability to communicate with all colleagues and partners, both orally and in writing	E	A/I
C2	Good inter-personal skills with an emphasis on customer care	E	A/I
Qualifications			
Q1	Degree in Civil Engineering	E	A/C
Health and safety			
H1	Ability to use equipment as instructed and trained	E	A/I
H2	Ability to inform management of any health and safety issues which could place individuals in danger	E	A/I

A = Application form C = Certificate E = Exercise I = Interview P = Presentation AC = Assessment Centre T = Test

Date	Approved by authorised manager	Designation
7.6.22	Jon Robinson	Head of Service

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Where the post involves working with children, in addition to a candidate's ability to perform the duties of the post, the interview will also explore issues relating to safeguarding and promoting the welfare of children, including:

- Motivation to work with children and young people
- Ability to form and maintain appropriate relationships and personal boundaries with children and young people
- Emotional resilience in working with challenging behaviours
- Attitudes to use of authority and maintaining discipline

We have a positive attitude to the employment of disabled people and guarantee an interview to those who meet **all** the necessary criteria of the person specification.

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