



Person specification			
<b>Post title</b>	Principal Engineer (Development)	<b>Pay Band</b>	L
<b>Service Area</b>	Regeneration and Economic Development – Highways and Capital Delivery	<b>Section/team</b>	Highways Development Control and Site Management

Shortlisting Number	Criteria	Essential\Desirable	Method of assessment
<b>Skills, knowledge, experience</b>			
S1	Good working knowledge of traffic / highway and planning legislation	E	A/I
S2	Knowledge of development control policies, standards and procedures, and experience of development management matters relating to highways and traffic issues	E	A/I
S3	Computer literate with a knowledge of development control related software e.g. TRICS, JUNCTIONS, LINSIG	E	A/I
S4	Ability to negotiate with the public and their professional agents and with the relevant Services of the Local Authority and representatives from partner organisations	E	A/I
S5	Excellent organisational skills with an ability to manage and prioritise own workload with minimal supervision to meet deadlines	E	A/I
S6	Ability to undertake site investigations / observations	E	A/I
S7	Ability to analyse and interpret technical specifications and issues and to take a proactive approach to resolving problems and maximising opportunities to identify solutions	E	A/I
<b>Personal attributes and circumstances</b>			
P1	Integrity - ability to be open and honest, to maintain high standards of personal behaviour and display strong moral principles	E	I
P2	Accountability - willingness to take personal responsibility for your actions and decisions, and to understand the consequences of your behaviour	E	I

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P3	A demonstrable willingness to share information and work with other people	E	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	I
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	Full driving licence	E	A/C
P9	Provide a vehicle or equivalent mobility	E	A/I
<b>Communication</b>			
C1	Ability to communicate effectively with Councillors, members of the public and other bodies on traffic and highways development control issues	E	A/I
C2	Good inter-personal skills with an emphasis on customer care.	E	A/I
<b>Qualifications</b>			
Q1	Experience requirements are dependent upon qualifications: (i) Degree in Civil Engineering or related subject; or (ii) BTEC Higher National Certificate in Civil Engineering or related subject with relevant experience in traffic and / or highway engineering or similar equivalent	D/E	A/I/C
<b>Health and safety</b>			
H1	<ul style="list-style-type: none"> <li>Ability to ensure suitable and sufficient risk assessments are carried out taking into account employees' capabilities</li> <li>Ability to use equipment as instructed and trained</li> <li>Ability to inform management of any health and safety issues which could place individuals in danger</li> </ul>	E	A/I

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

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Date	Approved by authorised manager	Designation
June 2022	Jon Robinson	Head of Service

**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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