Lancashire County Council
Grade Profile

Grade Profile – Technical/Professional – (Grade 8)
Applies to **all** technical/professional posts at Grade 8

Purpose
Technical specialists who are highly experienced practitioners within a professional area (e.g. Legal, Engineering, HR, Social Work). As entrant levels to professional disciplines, they have a workload requiring the application of both applied and theoretical knowledge.
Scope of Work
Roles are typically reactive and working within clearly established service and professional guidelines. Roles will need to apply judgment and analysis to identify alternative solutions to a variety of routine situations. They will need to be proficient in delivering all routine aspects of the job but will be increasingly involved in non-routine work e.g. supporting less experienced staff or taking part in project work with more senior members of staff. Communication skills are important as role holders will be interacting with internal and external customers regularly.
Accountabilities/Responsibilities
- Select appropriate procedures to independently carry out more complex technical tasks of an increasingly higher risk nature (e.g. designs, inspections, assessments, analyses) to produce the required technical output (e.g. identification of customer need, implementation or routine service processes)   - Undertake specialized technical and analytical support activities to assist professional colleagues in delivering more complex services   - Collate and analyse technical data from a variety of sources and interpret findings for review by more senior colleagues. May include producing ad hoc reports or project work.   - Provide information, advice and guidance to customers by interpreting established procedures, using technical experience and by applying best practice within the field.   - Provide on the job training, mentoring and guidance to less experienced members of staff to ensure they are able to develop the necessary skills to deliver in their role   - Regularly communicate with other agencies and service providers to share information, build working relationship and to ensure joined up service provision   - Suggest improvements to current working methods to contribute to improvements in service delivery
Skills, Knowledge and Experience
- Recognised vocational or professional qualification plus broad experience in area of expertise. May be working towards a professional qualification or be of graduate entry level with sound practical experience.   - Detailed knowledge of own service area and relevant working systems, equipment and/or IT software, plus an awareness of council policies and services related to the role.   - Analytical skills and problem-serving capability.   - Ability to informally train and mentor less experienced staff.   - Ability to influence others based on technical or professional expertise. ▪ Ability to build and maintain effective networks and relationships.   In addition to the skills knowledge and experience described above, you may be required to undertake a lower graded role as appropriate.
Performance Indicators

- Quality of own work against legal, safety and best practice standards
- Adherence to internal/external quality standards if applicable
- Adherence to policies and procedures
- Accuracy and timeliness of information recording and processing ▪ Customer and stakeholder feedback

Lancashire County Council
Person Specification (Grade 8 – Technical/Professional)

Requirements	Essential (E) or Desirable (D)	Identified by Application Form (A) or Interview (I)
Qualifications:		
Recognised vocational qualification plus broad experience in area of expertise OR Working towards a professional qualification with sound practical experience OR Graduate entry level with sound practical experience OR Technical training through experience in area of expertise	E	A
Experience:		
Experience of working independently with relevant specialised systems, equipment and/or IT software	E	A/I
Knowledge and Skills:		
Detailed knowledge of own service area and relevant working systems, equipment and/or IT software, plus an awareness of council policies and services related to the role Analytical skills and problem solving capability Ability to informally train and mentor less experienced staff Ability to influence others based on technical or professional expertise Ability to build and maintain effective networks and relationships	E	A/I
Other (including special requirements)		
1. Commitment to equality and diversity 2. Commitment to health and safety 3. Display the LCC values and behaviours at all times and actively promote them in others	E	I