

Lancashire County Council

Combined Role Profile

Grade Profile – Technical/Professional – (Grade 11)

Applies to **all** technical/professional posts at Grade 11

Purpose
A very experienced and professionally competent practitioner providing expert professional services, advice to customers and contributing advice to senior management/external stakeholders in a complex specialist area. Accountable for the quality and professionalism of others, such as a team of professionals.
Scope of Work
Role holders will use their expertise to support the delivery of highly complex and high risk service problems. Although they will work within well-defined functional objectives, they will be expected to exercise a fair degree of professional discretion and responsibility in interpreting Council practice or procedures including decisively influencing senior decision maker
Accountabilities/Responsibilities
<p>The following are a range of duties that are appropriate to this grade.</p> <ul style="list-style-type: none">• Act as a technical/professional reference, monitoring and providing guidance on the most complex policy decisions/cases/projects within a focused area, which will have a perceptible impact on the team's profile, reputation or service level.• Produce recommendations for service planning, budgets and workforce planning, using expertise to proactively identify relevant customer, professional or legislative trends that may impact on delivery.• Produce major and complex ad hoc analyses of internal service and management information to contribute to the development of new services and innovative working practices.• Lead on the development and delivery of specific medium sized improvement projects to contribute to the continuous improvement of services. This may include initiating and/or shaping the overall project objectives.• Design, develop and deliver technical training programmes for both internal and external service providers to ensure best practice is delivered across the service.• Build partnerships/networks both internally and externally to shape and improve service delivery.•
Skills, Knowledge and Experience
<ul style="list-style-type: none">• Experience of managing/providing supervision to staff• Excellent communication and negotiation skills• Experience of managing and controlling budgets• Management qualification (if required)• Strong analytical skills and problem solving capability

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 advice/service against legal, safety and best practice standards
- Achievement of relevant service targets
- 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

Post Title: Principal Engineer (Structures and Drainage)					
Directorate: Highways and Transport			Location:	Preston	
Establishment or Team:		Highways Asset		Post Number:	E-452-0005
Grade:	Grade 11	Staff Responsibility	Yes	Essential Car User:	Yes

Scope of Work – appropriate for this post:

To provide technical and/or professional services, at a level commensurate with accountabilities and responsibilities set out in the grade profile, in any of the technical and professional service areas subject to meeting any relevant specific professional qualification requirements.

Responsibilities to include:

- Overseeing the development of the bridges and structures capital and reactive maintenance programmes, in conjunction with the Highways Design & Construction Bridges Team
- Provide a technical point of reference for all bridges and structures assets, drainage assets and other structural assets and enquiries in relation to asset management.
- Produce structures lifecycle modelling to aid with DfT settlement recommendations to Cabinet.
- Produce data and analysis of the current condition of the bridges and structures stock for the Transport Asset Management Plan
- Develop policies and procedures related to the asset management of bridges and structures, drainage, and other assets where appropriate, other asset management policy matters.
- Manage the General Inspection programme, Principal Bridge Inspection programme, underwater and confined space inspection, and other inspection programmes. Reviewing the inspection reports and prioritising work schemes.
- Develop inspection programmes and formulate capital works programmes for assets such as Vehicle Restraint barriers and cattle grids.
- Liaising with Network Rail, Highways England, Canal and Rivers Trust and other structure owners.
- Represent the Authority at external benchmarking groups.
- Represent the Authority and influence national guidance and legislation on groups such as the ADEPT Bridges Board
- Keep up to date with new technologies and innovations related to the inspection and maintenance of highway bridges and structures and lead on their introduction into the service.
- Manage the correspondences on bridge matters and resolving ownership and other queries.
- Oversee the abnormal load function.
- Management of statutory undertakers in relation to bridges and structures.
- Agreeing briefs and liaison with the Highways Bridge Design Team
- Responding to VIP and other queries relating to bridges and structures

- Supporting the Highways Asset Manager in the management and development of the Highways Asset Management Team.

Accountabilities/Responsibilities – appropriate for this post:

Accountabilities/responsibilities to be at a level commensurate with the grade profile in any of the technical and professional service areas.

Additional Supporting Information – Specific to this post:

The Highways Directorate operates a policy of generic roles and flexible working in any of its areas of functions. All duties will be commensurate with the grade profile.

Prepared by:	Paul Binks	Date:	August 2024
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The above form sets out the area of work in which duties will generally be focused and gives an example of the type of duties that the postholder could be asked to carry out. **PLEASE NOTE** that this is for guidance only. Postholders are expected to be flexible and to operate in different areas of work/carry out different duties as required.

Equal Opportunities

We are committed to achieving equal opportunities in the way we deliver services to the community and in our employment arrangements. We expect all employees to understand and promote this policy in their work.

Health and Safety

All employees have a responsibility for their own health and safety and that of others when carrying out their duties and must co-operate with us to apply our general statement of health and safety policy.

Customer Focus

We put our customers' needs and expectations at the heart of all that we do. We expect our employees to have a full understanding of those needs and expectations so that we can provide high quality, appropriate services at all times.

Skills Pledge

We are committed to developing the skills of our workforce. All employees will be supported to work towards a Level 2 qualification in literacy and/or numeracy if they do not have one already.

Lancashire County Council

Person Specification		
Post Title: Principal Engineer (Structures and Drainage)	Grade: Grade 11	
Directorate: Environment	Post Number:	
Establishment or Team: Highways Asset		
Requirements	Essential (E) or Desirable (D)	To be identified by: application Form (AF), Interview (I), Test (T), or Other (give details)
Qualifications:		
Professionally qualified (or equivalent) plus substantial experience in bridge engineering	E	AF
OR	E	AF
Relevant degree (or equivalent) plus substantial experience in bridge engineering		
OR		
Substantial vocational experience demonstrating development through involvement in a series of progressively demanding roles in bridge engineering	E	AF
Experience:		
Recent engineering experience of bridges, structures and drainage and experience of working in civil engineering	E	AF/I
Liaising with outside bodies on technical matters	E	AF/I
Providing technical and specialist advice on bridge, structure and drainage matters and the development of policies	E	AF/I
Management and delivery of work and capital programmes	E	AF/I
Knowledge and Skills:		
Up to date and authoritative knowledge of bridges and structures including regulations, processes, and procedures relevant to the role, and able to apply this knowledge in new and varied circumstances.	E	AF/I
Application of knowledge of bridges and structures to the development of asset management strategies and policies	E	AF/I
Excellent understanding of council policies and a good understanding of wider strategic plans, as well as of local government developments.	E	AF/I
Ability to write tenders, specifications, procedures, policy documents and manuals.	E	AF/I
Ability to provide support and coach others in discipline.	E	AF/I

Ability to plan and organise a range of complex activities and priorities within a focused area of service.	E	AF/I
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Other (including special requirements)		
1. Commitment to equality and diversity.	E	I
2. Commitment to health and safety.	E	I
3. Display the LCC values and behaviours at all times and actively promote them in others.	E	I
This is an essential car user post. However, in certain circumstances consideration may be given to applicants who as a consequence of disability are unable to drive.		
Date: August 2024		
Note: We will always consider your references before confirming a job offer in writing.		