

Job Description

Directorate:	Place		
Service:	Design and Construction		
Location:	County Hall, Preston		
Salary range:	£42,123 to £47,665	Grade:	9
Reports to:	Highways Design Lead Engineer	Staff responsibilities:	Yes

Job purpose and scope

You will work within the Highways Design team on a range of schemes at various project stages which may include early-stage feasibility, design, contract preparation through to site supervision. You will manage a team of engineers and may be assisted by other specialist disciplines in other teams. You may also be assisting other colleagues on large scale projects.

The core duties of this role are:

1. Lead on and undertake design of drainage and highway engineering projects to appropriate standards including SuDS and to meet budget, time and quality objectives.
2. Resolve any site issues that arise during the execution of the works and collaborate with contractors, stakeholders and partner organisations.
3. Monitor and report on the financial management of schemes from inception to completion.
4. Lead, manage, mentor and direct a team of professional and technical staff to meet objectives.
5. Prepare contract documents for the delivery of highway engineering projects and undertake contract administration.
6. Deal with issues that may arise from councillors and third parties such as members of the public who may be affected by network issues as a result of highway/ drainage works.
7. Produce Flood Risk Assessments and support planning applications.
8. Review external submissions for compliance with national and local standards.
9. Provide specialist drainage advice and assistance across the council's service areas.

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
- Leading Lancashire Framework



Leading Lancashire – Our Leadership Framework



Leading Lancashire

Our Leadership Framework

Our Vision and Values We are driven by a simple yet powerful vision – “Here at Lancashire County Council, we are helping to make Lancashire the best place to live, work, visit, and prosper.”

This vision is at the centre of everything we do. Embedded in our identity are our values: **Supportive, Innovative, Respectful, and Collaborative**, our guiding principles that enable everyone to thrive.



Four Spheres of Leadership

The Leading Lancashire framework is a dynamic approach, encapsulating four key spheres:

Responsibilities, Capabilities, Behaviours, and Results.

These spheres form the bedrock of our leadership ethos, providing clarity and direction for all leaders. Responsibilities guide our actions, Capabilities cultivate our potential, Behaviours shape our interactions, and Results measure our impact. Together, these spheres ensure leaders deliver their best for themselves, their teams, LCC, and the people of Lancashire.



The Lancashire Mindset

Woven through the Leading Lancashire framework we introduce The Lancashire Mindset; Growth, Ownership, Optimism and Positive Impact. Adopting this mindset across the entire organisation not only brings our values to life but also emphasises the collective commitment to delivering the best for the people of Lancashire.

The Lancashire Mindset not only shapes our approach to leadership but also serves as a guiding force for a culture rooted in growth, ownership, optimism, and the commitment to making a meaningful positive impact.



Levels of Leadership

The **Leading Lancashire** framework provides an opportunity to define and clarify the focus and purpose of the various leadership levels within the organisation.

VISIONARY (Long-Term Direction):

Level 1 & 2 Leadership – Executive Directors and Directors
Senior leaders at this level, are Visionary Leaders. They have the privilege of shaping the long-term vision for the organisation, providing strategic and visionary direction that will guide the future success of Lancashire County Council.

SHAPING (Medium to Long-Term Strategy):

Level 3 Leadership – Heads of Service
Heads of Service at this level are Shaping Leaders. They are empowered to shape strategies with a broad mid to long-term view, setting clear strategic initiatives that provide direction to the management population, contributing to the organisation's success in the medium to long term.

OPERATIONAL (Short-Term to Immediate Effectiveness):

Level 4 Leadership – Management Roles
Leaders at this level, found in various management roles, are Operational Leaders. They focus on immediate operational effectiveness, ensuring their teams deliver in the short term, meeting objectives and driving success on a daily-to-monthly basis.

These refined terms more explicitly convey the visionary, shaping, and operational aspects of leadership at each level within the **Leading Lancashire** framework.

Accountabilities/Responsibilities

1. Lead on the development of concept and detail design of drainage and highway engineering solutions and work packages and develop a robust and realistic cost estimate.
2. Lead and manage a team of engineers engaged on the design and delivery of the capital programme.
3. Undertake the financial management of schemes within your team, with support from junior staff where appropriate.
4. Review and manage workloads, liaise with line manager in order to meet scheme timescales and avoid peaks and troughs in work.
5. Engage with other technical and professional colleagues and technical leads in order that cross disciplinary work is prepared to meet timescales.

Other

- **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 help us to apply our general statement of health and safety policy.
- **Customer Focused**
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.
- **Safeguarding Commitment**
We are committed to protecting and promoting the welfare of children, young people and vulnerable adults.
- **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 numeracy if they do not have one already.

Our Values

We expect all our employees to demonstrate and promote our values:

- **Supportive**
We are supportive of our customers and colleagues, recognising their contributions and making the best of their strengths to enable our communities to flourish.
- **Innovative**
We deliver the best services we possibly can, always looking for creative ways to do things better, putting the customer at the heart of our thinking, and being ambitious and focused on how we can deliver the best services now and in the future.
- **Respectful**
We treat colleagues, customers and partners with respect, listening to their views, empathising and valuing their diverse needs and perspectives, to be fair, open and honest in all that we do.
- **Collaborative**
We listen to, engage with, learn from and work with colleagues, partners and customers to help achieve the best outcomes for everyone.

Person Specification

All the following requirements are essential unless otherwise indicated by *

Your ability to meet the job requirements will initially be assessed by the information provided on your application but further assessment will be undertaken at interview and, in some cases, by using other types of assessment(s).

Qualifications

- Degree qualified (or equivalent) in civil engineering plus number of years' experience in a similar role
OR
- Significant vocational experience, demonstrating development through involvement in a series of progressively more demanding relevant roles in highways, drainage or civil engineering
OR
- Formal professional qualification in highways, drainage or civil engineering.

Experience

- Experience of working independently with relevant specialised systems, equipment and technical software to design and deliver drainage, highway or civil engineering schemes
- Experience of using industry standard hydraulic modelling software.
- Experience of managing staff.

Essential knowledge, skills & abilities

- Detailed knowledge of drainage design standards across multiple disciplines.
- Up to date and thorough knowledge and understanding of the work practices, systems, processes and procedures relevant to the discipline and a good understanding of council policies and services related to drainage, highways and civil engineering.
- Detailed understanding of the professional, regulatory, statutory and corporate frameworks / standards related to drainage, highways and civil engineering.
- Sound analytical and problem solving capability
- Ability to formally train and mentor other professional staff
- Ability to influence others behaviour through effective relationship building

Other essential requirements

- Commitment to equality and diversity.
- Commitment to health and safety.

Senior Drainage Design Engineer (Highways)

- Display the LCC values and behaviours at all times and actively promote them in others.
- This is an essential car user post
You will be required to provide a car for use in connection with the duties of this post and must be insured for business use. In certain circumstances consideration may be given to applicants who, as a consequence of a disability, are unable to drive