

Strategic Lead – Highways Engineering

Job Description

Directorate:	Place		
Service:	Highways & Transport	Team:	Highways - Technical
Location:	Various		
Salary range:	£68,525 - £74,531	Grade:	13
Reports to:	Head of Service – Highways Technical	Staff responsible for:	TBC

Job purpose and scope

The Strategic Lead – Highways Engineering acts as a senior technical authority for highways engineering, including Network Management and Highways Development Control, supporting strategic leadership, direction and technical assurance across highways services, programmes and schemes. The postholder leads and coordinates the implementation, review and consistent application of engineering standards, policies and proportionate assurance arrangements, supporting safe, compliant, sustainable and high-quality delivery.

Working within the technical governance, asset management and statutory frameworks set by the Head of Service, and working across the full project and asset lifecycle, the postholder provides authoritative advice, assurance and constructive challenge on complex, high-risk or technically significant matters. The role ensures engineering risks, assumptions, interfaces and whole-life implications are understood, managed and reported before recommendations are made to decision-makers.

Working across organisational boundaries, the role aligns engineering, asset, operational, commercial and programme priorities, advises senior leaders and governance forums within a delegated remit, and drives improvements in engineering capability, consistency, innovation and design quality, while supporting the Head of Service who retains accountability for technical strategy, statutory duties, governance, investment priorities and significant corporate decisions.

Performance Indicators

- Safe, compliant and high-quality engineering outcomes through proportionate application of engineering standards, approvals, design reviews and assurance
- Timely identification, management and escalation of significant engineering risks, issues and constraints
- High-quality technical advice, assurance and reporting informing investment, design, procurement and delivery decisions
- Improved design quality, buildability, technical consistency and whole-life value across programmes and projects
- Effective delivery of assigned Network Management functions within approved strategy, policy and statutory arrangements
- Robust highways development advice, assessment and approval of development proposals, securing appropriate mitigation and developer obligations
- Development of engineering capability, innovation, professional standards and succession resilience, with compliance to statutory, technical and corporate requirements
- Development of engineering capability, professional standards, innovation and succession resilience across highways services, plus compliance with statutory duties, technical standards, health and safety obligations, corporate policies and the Leading Lancashire Framework

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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

The accountabilities outlined are intended to provide a clear overview of the scope and level of work expected within the role, however this is not an exhaustive list and flexibility is appreciated. We expect that all our teams will undertake other reasonable duties in support of service delivery, including tasks aligned to lower graded roles when required, to contribute to team effectiveness and organisational priorities

- Lead, manage and develop staff, or provide authoritative technical and professional leadership to others, including responsibility for performance, capability, wellbeing, professional development and promoting a high-performing, accountable culture in line with Council policies and procedures
- Provide senior professional leadership, technical advice and assurance across assigned highways services, programmes, projects and operational activities, working within the technical direction, governance framework and delegated authorities established by the Head of Service
- Support the Head of Service in translating highways and technical strategies into coordinated engineering standards, assurance arrangements, improvement priorities and delivery expectations across the service
- Lead the implementation, embedding, review and continuous improvement of the engineering assurance arrangements, recommending changes to technical standards, design reviews, approvals, governance controls and escalation arrangements where necessary

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- Lead, develop, embed and continuously improve the engineering assurance framework, ensuring technical standards, design reviews, approvals, governance controls and escalation arrangements are clearly defined, proportionate and consistently applied
- Lead defined engineering assurance across the full project and asset lifecycle, from early development, investment appraisal and design through procurement, construction, change control, completion and handover
- Provide evidence-based technical advice and determine the appropriate technical response to complex, high-risk or technically significant engineering matters within delegated authority, escalating issues requiring wider service, corporate or political decisions to the Head of Service
- Provide rigorous scrutiny and constructive challenge of engineering designs, specifications, technical solutions, methodologies, assumptions, departures from standards and supporting evidence before recommendations are made to decision-makers
- Ensure engineering proposals are safe, compliant, proportionate, buildable and sustainable and appropriately consider cost, risk, whole-life value, asset performance, operational requirements and customer outcomes
- Lead the identification and management of significant engineering risks, assumptions, constraints, interfaces and dependencies, ensuring appropriate controls, mitigation, ownership and escalation arrangements are in place
- Lead or commission proportionate technical reviews and specialist assurance of complex, novel, high-value or high-risk programmes and schemes, ensuring findings and required actions are clearly recorded, communicated and monitored
- Provide clear, evidence-based engineering advice, reports and recommendations to the Head of Service, senior leaders, elected members and governance forums, ensuring material technical risks and their potential consequences are understood
- Work collaboratively with asset management, delivery, commercial, programme, finance, procurement, legal and operational colleagues to align engineering requirements with investment priorities, affordability, delivery programmes and operational needs
- Manage technical interfaces across engineering disciplines, programmes, projects, assets and delivery functions, resolving conflicts within the role's delegated authority and escalating significant issues where necessary
- Monitor engineering performance, assurance findings, benchmarking, innovation, lessons learned and technical data to identify weaknesses, inconsistencies, emerging risks and improvement opportunities, driving enhancements to engineering standards, design quality, cost predictability, buildability and whole-life outcomes
- Provide leadership and professional oversight for defined Network Management functions within the strategy, supporting the Head of Service and Council to discharge its statutory network management duty and coordinating road and street works, events, permits and other activities to minimise congestion and disruption and secure the efficient movement of traffic across the network
- Lead agreed engineering improvement and standardisation activity, promoting the use of digital tools, data and modern engineering methods to strengthen assurance, coordination, efficiency and delivery performance
- Coordinate and prioritise specialist engineering input, ensuring programmes, projects and operational services have timely access to appropriate professional advice and technical assurance

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- Build engineering capability through professional leadership, coaching, technical guidance, knowledge sharing and succession planning, whilst managing professional governance, delegated authority, technical resources, external support and assigned budgets to secure value for money and organisational learning
- Provide authoritative highway advice to local planning authorities, developers and partners; negotiate appropriate mitigation, highway improvements and developer obligations; and oversee technical approvals, agreements and adoption requirements associated with new developments
- Ensure compliance with legislation, statutory duties, CDM Regulations, professional standards and Council policies, undertaking other duties commensurate with the level and responsibilities of the role

Other Responsibilities

Equality and Diversity

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 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.

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.

Value and Behaviours

We expect all our employees to display the LCC values and behaviours at all times and actively promote them in others

Our Values



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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-level qualification in Civil Engineering or a related discipline, or demonstrable equivalent experience
- Chartered Engineer status or equivalent professional accreditation through an appropriate professional body, or demonstrable progress towards professional accreditation
- Leadership or management qualification, equivalent experience or willingness to work towards*

Experience

- Significant experience of providing senior engineering leadership within highways, infrastructure, construction, asset management or a comparable complex technical environment
- Experience of acting as a senior professional lead, providing advice and assurance on complex, high-risk or technically significant engineering matters
- Strong track record of developing, implementing and assuring engineering standards, technical governance and professional assurance arrangements across complex programmes, projects or operational services
- Experience of directing engineering assurance across the project and asset lifecycle, identifying and managing significant technical risks, and scrutinising designs, specifications, technical solutions and departures from standards
- Demonstrable experience of leading, managing or providing technical assurance for major or complex projects and programmes, securing delivery against required safety, quality, time, cost and performance standards
- Experience of working across multidisciplinary functions, advising senior decision-makers and developing engineering capability through professional leadership, improvement, innovation, coaching and knowledge sharing.

Essential knowledge, skills & abilities

- In-depth knowledge of highways engineering principles, technical standards, statutory requirements, professional responsibilities and recognised industry practice with a comprehensive understanding of engineering governance, technical assurance, design approval, delegated approval, and risk management within complex infrastructure programmes, projects or operational services
- Significant technical leadership capability, with the professional credibility and judgement to provide senior advice, assurance and constructive challenge across organisational and professional boundaries
- Ability to provide authoritative and evidence-based advice on complex or high-risk matters, considering safety, compliance, affordability, buildability, sustainability, whole-life value and operational outcomes
- Ability to develop, implement and continuously improve engineering standards, technical policies, assurance frameworks, approval processes and professional governance arrangements
- Ability to direct proportionate technical assurance across the project and asset lifecycle and identify where independent review, specialist input or escalation is required

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- Highly developed analytical and problem-solving skills, with the ability to interpret complex technical, risk, performance and asset information and translate findings into clear recommendations
- Ability to identify and manage significant engineering risks, assumptions, constraints, interfaces and dependencies and ensure appropriate ownership, controls and mitigation arrangements are established
- Ability to lead complex technical workstreams, monitor engineering performance, address non-compliance, prioritise specialist resources and secure measurable and sustained improvement
- Significant understanding of the relationship between engineering, asset management, operational delivery, commercial management, programme controls and financial decision-making
- Resilient and lead by example demonstrating high professional standards and values with a comprehensive knowledge of the statutory and policy framework for Network Management and Highways Development Control, including traffic and street works coordination, planning consultation, highway impact assessment, developer mitigation, technical approvals, legal agreements and adoption processes
- Excellent communication, political awareness, report-writing, influencing and negotiation skills, with the ability to explain complex technical matters to senior leaders, elected members, professional colleagues and external stakeholders
- Ability to build engineering capability and effective relationships while demonstrating commitment to safety, continuous improvement, sustainability, climate resilience, value for money, the Mixed Economy service ambition and the Council's objectives

Other essential requirements

- Evidence of continual professional development
- 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