

ENGINEER PERSON SPECIFICATION MATRIX

Graduate Engineer	Assistant Engineer	Engineer	Project Engineer	Senior Engineer
Grade G SCP 18-23 (£27,344 - £30,151)	Grade H SCP 24-27 (£31,099 - £33,820)	Grade I SCP 28-31 (£34,723 - £37,261)	Grade J SCP 32 – 35 (£38,296 - £41,496)	Grade K SCP 36 – 39 (£42,503 - £45,495)
Job Family: Technician 2/ Graduate Engineer	Job Family: Technician 3/ Assistant Engineer	Job Family: Engineer Level 1	Job Family: Engineer Level 2	Job Family: Engineer Level 3
Qualifications: <ul style="list-style-type: none"> • BSc, BEng in engineering discipline or equivalent (Essential) • Industrial placement within Degree (Desirable) • Student/graduate membership of relevant institution (Desirable) Equivalent Experience: <ul style="list-style-type: none"> • Non engineering Degree with 2 years' relevant experience. 	Qualifications: <ul style="list-style-type: none"> • BSc, BEng or equivalent (Essential) • 3 years relevant work experience at Graduate Engineer level (Essential) • Graduate/Member of relevant institution (Desirable) Equivalent Experience: <ul style="list-style-type: none"> • Non engineering Degree with 5 years' relevant experience. • Technician with 5 years' experience, working on schemes with specialist skills and ability to work independently. 	Qualifications: <ul style="list-style-type: none"> • BSc, BEng or equivalent (Essential) • Professional qualification (IEng) or equivalent (Essential) Equivalent Experience: <ul style="list-style-type: none"> • Assistant Engineer or Senior Technician with 5 years' experience, working at that level on basic projects, with specialist skills and ability to work independently. • And evidence of working towards professional qualification 	Qualifications: <ul style="list-style-type: none"> • BSc, BEng or equivalent (Essential) • Professional Qualification (IEng or working towards CEng) or equivalent (Essential) Equivalent Experience: <ul style="list-style-type: none"> • Engineer with 5 years' experience at that level, leading on multidisciplinary projects • And evidence of working towards professional qualification 	Qualifications: <ul style="list-style-type: none"> • BSc, BEng or equivalent (Essential) • Professional Qualification (CEng) or equivalent (Essential) Equivalent Experience: <ul style="list-style-type: none"> • Project Engineer with 5 years' experience at that level, leading on complex multidisciplinary projects including supervision of others. • And evidence of working towards professional qualification
Experience: <ul style="list-style-type: none"> • Experience in the use of computer applications, including spreadsheets and data bases (Essential) • Office work experience (Desirable) • Site experience (Desirable) • Experience in Highway Engineering (Desirable) including some of the following: <ul style="list-style-type: none"> ▪ Highways Design ▪ Sustainable active travel design ▪ Highway Maintenance 	Experience: <ul style="list-style-type: none"> • Experience in the use of computer applications, including spreadsheets and data bases (Essential) • Office work experience (Essential) • Site experience (Desirable) • Experience in Highway Engineering (Essential) including some of the following: <ul style="list-style-type: none"> ▪ Highways Design ▪ Sustainable active travel design ▪ Highway Maintenance • Contract Administration (Desirable) 	Experience: <ul style="list-style-type: none"> • Experience in the use of computer applications, including spreadsheets and data bases (Essential) • Office work experience (Essential) • Site experience (Essential) • Experience in Highway Engineering (Essential) including some of the following: <ul style="list-style-type: none"> ▪ Highways Design ▪ Sustainable active travel design ▪ Highway Maintenance • Contract Administration (Essential) • Project Management Experience (Desirable) 	Experience: <ul style="list-style-type: none"> • Experience in the use of computer applications, including spreadsheets and data bases (Essential) • Office work experience (Essential) • Site experience (Essential) • Experience in Highway Engineering (Essential) including all of the following: <ul style="list-style-type: none"> ▪ Highways Design ▪ Sustainable active travel design ▪ Highway Maintenance • Contract Preparation/Administration (Essential) • Project Management Experience (Essential) • Supervision of other Engineers/Technicians (Desirable) 	Experience: <ul style="list-style-type: none"> • Experience in the use of computer applications, including spreadsheets and data bases (Essential) • Office work experience (Essential) • Site experience (Essential) • Experience in Highway Engineering (Essential) including all of the following: <ul style="list-style-type: none"> ▪ Highways Design ▪ Sustainable active travel design ▪ Highway Maintenance • Contract Preparation/Administration (Essential) • Project Management Experience (Essential) • Supervision of other Engineers/Technicians (Essential)

<p>Knowledge and Skills:</p> <ul style="list-style-type: none"> • Awareness of some relevant design codes, standards, specifications, and forms of engineering contracts. (Essential) • Awareness of H&S and sustainability legislation. (Essential) • Basic AutoCAD skills (Desirable) • Awareness of project planning. (Desirable) 	<p>Knowledge and Skills:</p> <ul style="list-style-type: none"> • Knowledge of relevant design codes, standards, specifications, and forms of engineering contracts. (Essential) • Basic AutoCAD skills (Essential) • Knowledge of planning, organising and supervising resources for effective project delivery. (Essential) • Awareness of how to control budgets, tasks, and resources. (Essential) • Knowledge of sustainability issues. (Essential) • Commercial awareness (Essential) • Awareness of CDM regulations, duty holders and the impact on your role (Essential) 	<p>Knowledge and Skills:</p> <ul style="list-style-type: none"> • Good working knowledge of relevant design codes, standards, specifications, and forms of engineering contracts. (Essential) • Good working knowledge of AutoCAD and awareness of modelling techniques (Essential) • Knowledge of planning, organising and supervising resources for effective project delivery. (Essential) • Experience of embedding buildability, H&S and risk assessments into projects. (Essential) • Ability to control budgets, tasks, and resources. (Essential) • Ability to work with commercial awareness and administer construction contracts. (Desirable) • Ability to use quality management to improve standards. (Desirable) • Experience of complying with CDM regulations, knowledge of duty holders and the impact on your role (Essential) 	<p>Knowledge and Skills:</p> <ul style="list-style-type: none"> • Extensive relevant work experience, demonstrating practical and theoretical knowledge in a specialist field. (Essential) • Authoritative knowledge of relevant design codes, standards, specifications and forms of engineering contracts. (Essential) • Excellent knowledge of AutoCAD and modelling techniques and able to guide others (Essential) • Experience of planning, organising and supervising resources for effective project delivery. (Essential) • Experience of embedding buildability, H&S and risk assessments into projects. (Essential) • Ability to control budgets, tasks, and resources. (Essential) • Ability to work with commercial awareness and administer construction contracts. (Essential) • Ability to use quality management to improve standards. (Desirable) • Experience of complying with CDM regulations and fulfilling the role of Principal Designer, (Essential) 	<p>Knowledge and Skills:</p> <ul style="list-style-type: none"> • Extensive relevant work experience, demonstrating practical and theoretical knowledge in a specialist field. (Essential) • Authoritative knowledge of relevant design codes, standards, specifications and forms of engineering contracts. (Essential) • Excellent knowledge of AutoCAD and modelling techniques and able to guide others (Essential) • Experience of planning, organising and supervising resources for effective project delivery. (Essential) • Experience of embedding buildability, H&S and risk assessments into projects. (Essential) • Ability to control budgets, tasks, and resources. (Essential) • Ability to work with commercial awareness and administer construction contracts. (Essential) • Ability to use quality management to improve standards. (Essential) • Experience of complying with CDM regulations and fulfilling the role of Principal Designer, (Essential)
<p>Aptitudes & Abilities:</p> <ul style="list-style-type: none"> • Ability to work well with others (Essential) • Excellent organisational skills (Essential) • Analytical / thorough (Essential) • Strong communication skills (Essential) • Awareness of current engineering issues (Essential) • Decision making skills (Desirable) • Negotiating skills (Desirable) 	<p>Aptitudes & Abilities:</p> <ul style="list-style-type: none"> • Ability to work well with others (Essential) • Excellent organisational skills (Essential) • Analytical / thorough (Essential) • Strong communication skills including report writing (Essential) • Knowledge of current engineering issues (Essential) • Decision making skills (Desirable) • Negotiating skills (Desirable) 	<p>Aptitudes & Abilities:</p> <ul style="list-style-type: none"> • Ability to work well with others (Essential) • Excellent organisational skills (Essential) • Analytical / thorough (Essential) • Strong communication skills including report writing (Essential) • Knowledge and understanding of current engineering issues (Essential) • Decision making skills (Essential) • Negotiating skills (Desirable) 	<p>Aptitudes & Abilities:</p> <ul style="list-style-type: none"> • Ability to work well with others (Essential) • Excellent organisational skills (Essential) • Analytical / thorough (Essential) • Strong communication skills including report writing (Essential) • Knowledge and understanding of current engineering issues (Essential) • Decision making skills (Essential) • Negotiating skills (Essential) 	<p>Aptitudes & Abilities:</p> <ul style="list-style-type: none"> • Ability to work well with others (Essential) • Excellent organisational skills (Essential) • Analytical / thorough (Essential) • Strong communication skills including report writing (Essential) • Knowledge and understanding of current engineering issues (Essential) • Decision making skills (Essential) • Negotiating skills (Essential)

<p>Attitude & Motivation:</p> <ul style="list-style-type: none"> • Commitment to delivering a high standard of work (Essential) • Self-motivated and adaptable (Essential) • Ability to think laterally (Desirable) • Ability to work under pressure (Desirable) 	<p>Attitude & Motivation:</p> <ul style="list-style-type: none"> • Commitment to delivering a high standard of work (Essential) • Self-motivated and adaptable (Essential) • Ability to think laterally (Desirable) • Ability to work under pressure (Desirable) 	<p>Attitude & Motivation:</p> <ul style="list-style-type: none"> • Commitment to delivering a high standard of work (Essential) • Self-motivated and adaptable (Essential) • Ability to think laterally (Essential) • Ability to work under pressure (Desirable) 	<p>Attitude & Motivation:</p> <ul style="list-style-type: none"> • Commitment to delivering a high standard of work (Essential) • Self-motivated and adaptable (Essential) • Ability to think laterally (Essential) • Ability to work under pressure (Desirable) 	<p>Attitude & Motivation:</p> <ul style="list-style-type: none"> • Commitment to delivering a high standard of work (Essential) • Self-motivated and adaptable (Essential) • Ability to think laterally (Essential) • Ability to work under pressure (Desirable)
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