

TECHNICIAN PERSON SPECIFICATION MATRIX

Technician Level 1	Technician Level 2	Technician Level 3	Senior Technician
Grade F SCP 12-17 (£24,496 - £26,845)	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)
Job Family: Technician 1	Job Family: Technician 2/ Graduate Engineer	Job Family: Technician 3/ Assistant Engineer	Job Family: Engineer Level 1
Qualifications: <ul style="list-style-type: none"> • 5 GCSEs and 3 A levels/NVQ 3 /BTec (Essential) Equivalent Experience: <ul style="list-style-type: none"> • Apprentice with completed apprenticeship and associated experience within the relevant work area 	Qualifications: <ul style="list-style-type: none"> • NVQ 4 , HND, HNC (Essential) Equivalent Experience: <ul style="list-style-type: none"> • Technician Level 1 with 2 years' experience, working on engineering/highway schemes with developed skills. 	Qualifications: <ul style="list-style-type: none"> • NVQ 4 , HND, HNC (Essential) Equivalent Experience: <ul style="list-style-type: none"> • Technician level 2 with 5 years' experience, working on schemes with specialist skills and ability to work independently 	Qualifications: <ul style="list-style-type: none"> • HNC or degree in a technical discipline (or equivalent) (Essential) • Professional qualification (IEng) or equivalent (Essential) Equivalent Experience: <ul style="list-style-type: none"> • Technician Level 3 with 5 years' experience, working on schemes with specialist skills and ability to work independently. 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"> ▪ Highway Maintenance ▪ Highways Design ▪ Sustainable active travel design 	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"> ▪ Highway Maintenance ▪ Highways Design ▪ Sustainable active travel design 	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"> ▪ Highway Maintenance ▪ Highways Design ▪ Sustainable active travel design • 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 including basic surveying techniques and working with contractors (Essential) • Experience in Highway Engineering (Essential) including some of the following: <ul style="list-style-type: none"> ▪ Highway Maintenance ▪ Highways Design ▪ Sustainable active travel design • Contract Administration (Desirable) • Project Management Experience (Desirable)

<p>Knowledge and Skills:</p> <ul style="list-style-type: none"> • Understanding of the principles to solve technical problems. (Essential) • Awareness of relevant design codes, standards and technical specifications (Essential) • Awareness of Autocad (Essential) • Commitment to learn (Essential) 	<p>Knowledge and Skills:</p> <ul style="list-style-type: none"> • Good knowledge of the work practices, processes and procedures relevant to own area of work (Essential) • Awareness of relevant design codes, standards, technical specifications and forms of engineering contracts (Essential) • Awareness of project planning and budgetary control principles (Essential) • Working knowledge of Autocad and awareness modelling techniques (Essential) • Awareness of Health and Safety and Sustainability legislation (Essential) • Commercial awareness (Essential) • Awareness of CDM regulations, duty holders and the impact on your role (Desirable) 	<p>Knowledge and Skills:</p> <ul style="list-style-type: none"> • Good working knowledge of the work practices, processes and procedures (including legal and regulatory requirements and the risks of non-compliance) relevant to own area of work (Essential) • Knowledge of relevant design codes, standards technical specifications and forms of engineering contracts (Essential) • Knowledge of project planning and budgetary control principles (Essential) • Good AutoCad skills and awareness of modelling techniques (Essential) • Knowledge of Health and Safety and Sustainability legislation (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"> • Experience of using relevant design codes, standards technical specifications and forms of engineering contracts (Essential) • Experience of project planning and budgetary control principles (Essential) • Extensive knowledge of Autocad and modelling skills (Essential) • Extensive knowledge of Health and Safety and Sustainability legislation (Essential) • Commercial experience (Essential) • Experience of complying with CDM regulations, knowledge of duty holders and the impact on your role (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) 	<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) • Knowledge of current engineering issues (Essential) • Decision making 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 (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>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 (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)
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