Job Profile

Traffic Engineering Manager

Grade: RB2 **JEID: HAY360** **Date created: August 2023**

About the Job: As the Traffic Engineering Team Manager you will manage the Traffic Engineering team providing project management, engineering design and contract management services to support the delivery of the Council's capital projects through their life cycle.

This is what we need you to do...

- Manage the Traffic Engineering team providing project management, engineering design and contract management services.
- Provide confident leadership and clear management to ensure the effective operational delivery of the service.
- Drive continual improvement of our deliverables by using digital delivery tools, Lessons Learned from other projects and Clients' feedbacks.
- Ensure the team follows relevant design standard, guidance and best practice including but not limited to that from the Department for Transport.
- Ensure that the team follows required GCC and national procurement rules.
- Ensure that the team manages and supervises the construction stage of projects in accordance with NEC or equivalent.
- Actively listen across all disciplines, to make balanced decisions through reasoning and open discussion.
- Develop and maintain a highly motivated team with specific attention to safety and well-being.
- Promote and maintain excellent, effective working relationships with stakeholders, key strategic partners, senior council directors, politicians, and operational teams.
- Manage own workload and the resources required to ensure successful service delivery.
- Ensure performance reviews are undertaken.
- Contribute to strategic and operational development applicable to the team, the larger team/group, and the directorate.
- Ensure the team delivery of highway and off highway traffic engineering schemes through their life cycle but not limited to road safety, sustainability (including active travel and public transport), improving accessibility, reducing carbon footprint, congestion reduction, innovation, and value for money.
- Prepare, review, and maintain the team's health and safety policy and ensure that it is followed.

We want to be an employer of choice, attracting and retaining excellent people to work for us, so that we can best serve all of Gloucestershire's diverse communities. Our promise to you is that we will provide an inclusive and supportive working environment that enables you to bring your whole self to work and realise your full potential.

- Be responsible for ensuring that the team works in accordance with health and Safety laws including the CDM Regulations and other applicable legislation for the life cycle of projects.
- Ensure the service has skilled resources to deliver the projects, developing existing staff through training and experience opportunities and developing the team through recruitment drives.
- Promote the services the team provides.
- Promote the team's projects internally to GCC teams and the Road Safety Partnership.
- Ensure the team meets its financial targets.
- Ensure that the team delivers cost effective and quality design to support the corporate objectives for the City.
- Make optimal use of radically limited resources and manage all finance and budgets to meet performance targets.

Special Conditions

- The post holder will be required to travel throughout the county, as and when required, and must hold a full, valid driving licence.
- You are expected to undertake out of hour's duties, as and when required.

Monitoring and ongoing development of outcomes

As part of the annual appraisal, outcome based targets will be developed in conjunction with the post holder and will supplement this job profile. The job profile will be subject to regular review and the Council reserves its right to amend or add to the accountabilities listed above.

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The ideal candidate will have...

Experience

- Managing a team.
- Managing budgets.
- Working within the specified area of expertise (highway and traffic engineering design (including but not limited to Active Travel projects).
- Construction management.
- Experience of being the engineering lead on transport projects.
- Project programming, coordination and managing resources.
- Engaging with, negotiating, influencing, and managing relationships at an operational level with the team and both internal and external stakeholders.
- The application of construction health and safety regulations including but not limited to the CDM Regulations 2015

Knowledge, Skills and Understanding

- Knowledge and experience of current construction related Health & Safety and Construction Design and Management regulations including the ability to act as Principal Designer.
- Understand the factors affecting motivation of project team members.
- Able to demonstrate team management skills in leading and supervising a team and to work effectively within a wider multi-disciplinary team.
- Understand the highway operational environment and constraints to find solutions to operational constraints.
- Excellent organisation skills and an ability to work under pressure to meet deadlines.

CDM Regulations.

- Ability to manage multiple tasks and apply reasoned judgement when balancing competing demands and priorities.
- A strong understanding of current 0relevant design standards, guidance and best practice.
- Demonstrate a strong commitment to health, safety, and welfare
- Ability to work respectfully and effectively with others, particularly in challenging environments.
- Understanding of Project Management processes
- Ability and willingness to accept responsibility and accountability.
- Commitment to, understanding and application of, the principles of Equal Opportunities for all and the value of diversity, in employment and the delivery of services.
- An understanding of Sustainable Transport and the influence that Engineering can have on environmental issues and climate change.

Behavioural attributes

- Aligns with Gloucestershire Employee Values and behaviours which are available on our website
- Our values are Accountability, Integrity, Empowerment, Respect and Excellence.
- Demonstrates the Gloucestershire Leader Behaviours.
- Able to cope and function effectively when working in a pressured environment, demonstrating emotional resilience.
- Taking accountability of the undertaken tasks and aim for excellence.
- Flexible, creative and self-motivated and able to work autonomously.
- Organised and able to meet deadlines.

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- Knowledge of duties and responsibilities under the
- Able to respond to a changing pattern of demand at work which can be unpredictable and unplanned requiring constant shifts of priority.
- Commitment to, the principles of Equal Opportunities for all, in employment and the delivery of services.

Education & Qualifications

Essential

- Degree in Engineering discipline.
- Membership of a relevant professional body e.g. ICE, CIHT, IHE.