

Highway Site Engineer (Highway Development Management)

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About the Job

To provide independent technical site assurance across developer-funded highway infrastructure schemes, ensuring that works delivered under legal agreements are constructed in accordance with approved drawings, specifications and relevant national and local standards. The role is responsible for monitoring construction activities associated with new highway works and alterations to the existing network intended for adoption, ensuring that risks to the Highway Authority are identified and managed appropriately. The postholder will apply detailed technical knowledge and professional judgement to assess compliance, provide advice to developers and contractors, and support the delivery of high-quality, durable infrastructure. You will be required to oversee multiple developments at a time, including major strategic infrastructure projects with high financial and political constraints. You will be empowered with the authority to accept, reject or require further remediation of the highway works on behalf of the local authority. The role requires engagement across a wide range of stakeholders and involvement throughout the delivery lifecycle of developer-led highway schemes.

This is what we need you to do...

Technical Site Assurance & Inspection

- Undertake comprehensive site-based inspection and technical assurance of highway and transport infrastructure works.
- Assess construction works against approved drawings, specifications and relevant standards.
- Assess results of several types of testing methodology and carefully examine the findings for compliance with relevant specifications and standards, using an advanced knowledge of material testing and quality assurance.

Construction Monitoring & Risk Management

- Monitor works in progress on projects of regional or strategic importance to Gloucestershire and identify non-compliance, defects and risks.
- Provide clear feedback to developers, contractors and engineers on remedial actions.
- Maintain detailed site records including photographs and reports.
- Support the Highway Authority in managing risk associated with future adoption (S38/S278). Assisting in the delivery of major S278 projects and providing technical assurance on the adoption

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- Verify materials, workmanship and construction methods and identify deviations, risks, or defects.
- Apply professional judgement in interpreting technical drawings and on-site conditions.

Technical Advice & Stakeholder Engagement

- Provide independent technical advice and decision making on highway construction methods and standards thus protecting the Highways Authority from future maintenance liabilities and financial risk.
- Liaise with relevant teams to ensure coordinated approach.
- Attend site meetings with relevant parties and contribute towards feedback on progress and risks. Such as financial risk to Highway Authority and protection against future adoption liability.
- Respond to enquiries from stakeholders and the public.

Health & Safety

- Monitor compliance with H&S legislation including CDM Regulations.
- Identify unsafe practices and raise concerns appropriately.

of major housing developments, business parks, commercial developments, and hospitals.

Traffic Management & Network Impact

- Work collaboratively with Streetworks, Traffic and other relevant highway teams to resolve issues and minimise disruption.
- Assessing Network Impact and collaborating with the developers to resolve issues that could save local authority cost as well as contributing to the long-term enhancement and resilience of the highway network.

Programme & Workload Management

- Plan and prioritise site inspections across multiple development sites.
- Independently manage workload in line with risk and complexity.

Design & Continuous Improvement

- Provide constructability feedback at technical assessment stage.
- Contribute to development of standards and best practice.
- Provide technical leadership and mentoring responsibility to developing members of the team.

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

- Substantial experience in highway infrastructure construction and site-based inspection, supervision, or technical assurance roles.
- Proven experience of working on developer-led highway schemes under Section 38, Section 278, and/or related agreements. Delivery of strategic junction improvement and network enhancement schemes would be beneficial.
- Experience of interpreting and applying engineering drawings and specifications in a live construction environment.
- Proven experience of identifying and resolving construction defects, technical issues, and compliance risks.
- Experience of liaising and negotiating with developers, contractors and consultants on construction and technical matters.
- Proven experience of maintaining accurate site records and producing clear, evidence-based inspection reports.
- Experience of working within a public-facing environment, including responding to stakeholder enquiries.
- Experience of providing guidance and mentoring to developing members of the team.

Knowledge, Skills and Understanding

- Strong understanding of highway engineering principles, construction methods, and materials.
- Knowledge of relevant standards, guidance, and legislation, including:
 - Highways Act 1980 (Section 38 and Section 278)
 - New Roads and Street Works Act 1991
 - Traffic Management Act 2004

Behavioural attributes

- High level of attention to detail and commitment to quality
- Ability to apply professional judgement in complex or changing site conditions
- Strong organisational and prioritisation skills
- Resilient, calm and effective under pressure
- Proactive and solution-focused approach to problem solving
- Ability to build effective working relationships with internal and external stakeholders
- Positive and progressive approach to Health & Safety
- Politically aware and able to operate effectively within a local authority environment
- Alignment with GCC values: Accountability, Integrity, Empowerment, Respect and Excellence

Education & Qualifications

Essential

- HNC (or equivalent experience) in Civil Engineering or a related discipline
- CSCS Card
- Full UK Driving Licence

Desirable

- Membership of a relevant professional body (e.g. Institute of Clerk of Works / ICE or similar)
- Knowledge of NEC contracts
- Relevant Health & Safety qualification (e.g. SMSTS / SSSTS)

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- CDM Regulations 2015
- DMRB and local authority specifications
- Health and Safety Legislation
- Ability to interpret technical drawings, plans and specifications, and relate them to on-site construction activities.
- Understanding and witnessing of materials testing, knowledge of specific requirements and quality assurance processes. Applicable but not restricted to earthworks, compaction, drainage, concrete and asphalt testing.
- Ability to identify construction risks and determine proportionate and practical solutions.
- Effective communication and negotiation skills, with the ability to clearly explain technical issues to a range of audiences.
- Ability to work independently, prioritise workload and manage multiple sites simultaneously.
- Evidence of continuing professional development
- Use of own vehicle

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