

Job Profile

Road Safety Manager

Grade: RB2

ID HAY 373

Date created: 2026

About the Job: You will manage the Road Safety team. You will undertake duties to ensure Gloucestershire County Council's (GCC) statutory and legislative obligations regarding road safety are met. This includes the implementation and reviewing of the GCC Road Safety Policy, and working with key stakeholders as part of the Road Safety Partnership. You will be lead expert in road safety engineering and traffic and collision data collection and analysis. You will lead the team in working towards meeting GCC and national targets in reducing road traffic casualties through the Safe System.

This is what we need you to do...

- Manage teams in the Road Safety team including Road Safety Engineering and Traffic and Collision Data ensuring a continuously improving service.
- Take the lead in ensuring that Gloucestershire County Council's (GCC) statutory and legislative obligations regarding road safety are met.
- Ensure that the team follows the safe system.
- Be responsible for the commissioning and project management of road safety schemes undertaken by GCC or external companies.
- Lead the implementation and development of GCC's strategies and policies to work towards achieving targets related to Road Safety including reducing killed and seriously injured (KSIs) casualties.
- Manage the Gloucestershire Road Safety Partnership (GRSP) Coordinator and oversee GCC's contribution to working with the partnership and be a key stakeholder for its initiatives including road safety education.
- Lead the development and production of Council policy and guidance pertaining to speed limits, active travel, crossings, and community led initiatives.
- Propose and promote educational schemes and campaigns that encourage safer driver behaviour.
- Be responsible for the updating and maintenance of the road traffic collision data management system.
- Be responsible for the undertaking of studies using collision data analysis to derive projects with the aim of reducing (KSIs).
- Be responsible for the traffic data collection network and analysis.
- Manage significant community and political pressures pertaining to road safety, ensuring good communication with key political stakeholders.
- Use technical knowledge and expertise to ensure the improvement of the teams engineering and data duties.
- Regularly use and keep up to date with Department for Transport policy, design standards and guidelines.

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- Be responsible for the production of annual and ongoing reviews of road traffic collisions. Ensure the implementation of and regularly review the road safety scheme prioritisation process.
- Lead in developing and maintaining relationships with internal and external stakeholders.
- Be responsible for ensuring that the team provides recommendations and solutions to road safety issues within local and national legislation and police, that are pragmatic, innovative and improve air quality and address climate change.
- Be responsible for ensuring that the Road Safety Audit process is carried out in line with current legislation and best practice.
- Be aware of and implement ongoing changes and developments in national and local design standards, legislation, technologies, and policies pertaining to highways design and road safety.
- To be responsible for comprehensive engagement processes with residents, key stakeholders, and elected members to ensure that the aims and objectives of scheme proposals are fully communicated.
- Work with local, regional, and national interest groups in the innovative evolution of road safety measures and traffic data collection and analysis.
- Investigate and implement the use of AI to improve working methods and processes.
- Carry out and delegate to the team, responses to enquiries from MPs, elected members, members of the public and others, and to respond effectively and efficiently within set time limits.
- Represent the Council at sub-regional, regional and national meetings, seminars, forums, or consultation events as required.
- Be responsible for managing, developing, training and appraisal of staff in accordance with Council procedures.
- Manage and monitor budgets and programmes to meet performance targets, providing regular timely and accurate reporting and forecasting.
- Undertake the role of contract manager for services and software.
- Able to converse and provide advice in accurate English, or through a BSL interpreter and experience of a customer facing role.
- Undertake the role of Client in accordance with the CDM Regulations 2015.

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.
- This post is deemed to be politically restricted.
- 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 in

- Leading a team to deliver successful outcomes.
- Line management.
- Proven leadership skills including effective people management, performance management and the ability to provide direction and support to individuals and teams.
- Proven experience in highway design for road safety engineering and active travel schemes including those designed to LTN 1/20.
- Applying the safe system
- Road safety education campaigns
- Resolving complex problems and issues and working in a large, complex organisation.
- Programme and project management including managing a budget and contributing to high level expenditure.
- Analysing traffic and collision data, providing safety solutions and prioritizing schemes.
- Producing studies for a proposal, with analysis and justification of casualty reduction measures.
- The use of national and local design standards pertaining to the highway.
- Providing road safety advice for design proposals.
- Being a member of and leading road safety audits.
- Communicating and developing relationships with stakeholders both internal and external.

- Challenging existing practices and identifying innovative solutions.
- Dealing with consultations with contentious issues and applying balanced judgement taking in account varying views.
- Managing contracts
- Applying the CDM Regulations 2015.

Knowledge, Skills and Understanding

- A strong working knowledge of national and local design standard pertaining to the highway.
- Knowledge of the safe system and how it can be applied
- Knowledge of contract management
- A strong working knowledge of and ability to interpret collision information including STATS 19.
- Knowledge of the CDM Regulations 2015.
- Be able to competently use Microsoft Office including Word and Excel. Be able to use software for the purpose of producing programmes.
- Able to demonstrate knowledge and experience of equalities and diversity issues both in working with colleagues and stakeholders and the provision of design solutions.

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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.
- Able to work effectively with people at all levels within the council.
- Able to build effective strategic relationships across the council and with key partners/stakeholders.
- Able to engage effectively with customers and members of the public.
- Recognise political context and political sensitivities.
- Flexible, creative, self-motivated, and able to work autonomously.
- Organised and able to meet deadlines.
- Able to respond to a changing pattern of demand at work which can be unpredictable and unplanned requiring shifts of priority.
- Self-aware and able to alter style of interaction to suit audience.

Education & Qualifications

- Degree qualified or equivalent, you will have experience in road safety collision analysis, engineering and/or road safety education.
- Successful completion of Road Safety Audit Training (RoSPA approved) and evidence of recent CPD (must be within last 2 years).
- Membership of relevant professional body e.g. ICE, MCIHT, IHE.

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