

Job Profile

Principal Traffic Regulation Order Engineer Grade: 10 Date created: March 2026

JE ID Number: 40115

About the Job: To be a Principal Traffic Regulation Order Engineer. Traffic Regulation Orders (TROs) discussed in this profile also include Traffic Orders and Statutory Notices. You will be a key stakeholder, decision maker and intelligent client for the delivery of new TROs and reviews of existing TROs.

This is what we need you to do:

- Report to the TRO Manager.
- Act as the intelligent client and manage the assessment and technical analysis of TRO requests in accordance with Traffic Signs Regulations and General Directions (TSRGD) and the Traffic Signs Manual (TSM) and liaise with the Client on any queries.
- Undertake design reviews of existing TROs to ensure they are fit for purpose and enforceable. Design any changes that may be required.
- Lead on digitisation, mapping, consolidation and re-consolidation of all on-street and off-street parking restrictions along with all speed limit and moving traffic restrictions.
- Update and assist in the maintenance of ParkMap and Traffweb or other relevant websites or software and advise on and implement new IT systems as applicable when required.
- Audit and produce reports regarding site works upon completion to assess the validity of a TRO.
- Be a key stakeholder and act as the client contact for the programming and delivery of the TRO process for all schemes.
- Lead, project manage and be the key decision maker for all aspects of TRO schemes that may be implemented by the TRO Team, such as minor local parking restriction schemes, from initial assessment through to implementation, including the design, consultation, construction phase, programming and budget management process.
- Be responsible for managing budgets for TROs and provide forecasts and reports in a regular, timely and accurate manner and support the TRO Manager in monthly monitoring for revenue budgets.
- Liaise with internal and external stakeholders including but not limited to District Councils, Town Councils, Parish Councils, County Councillors and senior management to ensure that projects progress in accordance with GCC policies and Government legislation and guidelines.

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- Provide pertinent, professional support including interpretation of relevant legislation and national guidance as well as industry best practice and give guidance and advice to internal GCC teams, senior managers, external consultants, indirectly to Developers (via a GCC Client) and Councillors.
- Produce detailed design and works packages for minor TRO schemes being implemented by the TRO Team and act as Client in accordance with CDM 2015 regulations.
- Carry out Risk management of TRO schemes.
- Collaborate with the highway contractor to ensure swift construction of TROs (including to mark up on site or fully supervise the works if required).
- Undertake site visits to assess TRO scheme requests, measure up, erect notices etc.
- Keep up to date with legislation and national guidance as well as industry best practice specific to TROs with regards to the TRO process, drafting TROs, legislation and design relating to traffic and highways.
- Supervise and mentor junior members of staff in relation to all aspects of the TRO process, including design principles and undertake day to day supervision as directed by the TRO Manager.
- Assist the TRO Manager in procurement, commissioning and management of TRO related contracts.
- Contribute towards the development of good working relations and collaborative arrangements with relevant third-party organisations including private, voluntary and other public organisations.

- Work closely with the Parking, Traffic Engineering, Road Safety, Highways Development Management, Major Projects and other GCC teams to implement TROs.
- Apply continuous improvement to processes to ensure that workflows are efficient and lean. Ensure GCC's website is updated with TRO progress.
- Work with local, regional, and national interest groups in liaison with internal GCC teams to help in the development and improvement of TRO processes.
- Prepare and manage reports for cabinet and committee and associated documentation.
- Manage correspondence from Councillors, MPs and the public, Freedom of Information (FOI) requests and complaints in respect of existing and proposed TROs.
- Undertake any other duties that are commensurate with the grade.

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.
- The post holder may be required to undertake out of hour's duties, as and when required.
- The post holder may be required to work at any office in the county, as directed.

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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.

The ideal candidate will have the following:

Experience

- Significant experience in project management, application and implementation of TRO schemes.
- Significant experience in the use of design standards including, but not limited to, the Traffic Signs Regulations and General Directions and the Traffic Signs Manual.
- Significant experience in reviewing and interpreting traffic scheme designs and identification of the required TROs to support a scheme proposal.
- Significant experience of interpreting and applying highway legislation.
- Significant experience in working with statutory and regulatory function related to TROs.
- Significant experience in report writing for delegated authority decisions and Cabinet/Committee meetings.
- Significant experience of highway design specific to the elements required to implement a TRO, including signs and road markings with recent experience in the use of design software for signing and lining e.g. AutoCAD, Key Sign/Key Post, Key Lines and associated software, including the production of detailed designs for contractors to use in the construction of schemes on site.
- Experience in building and maintaining productive relationships, including those with stakeholders and partners.
- Significant experience in successfully leading, developing, and implementing projects and working to priorities.
- Significant experience and strong ability to approach complex work in an orderly and analytical way.
- Significant experience in supervising and mentoring junior staff.
- Expert experience in the use of GIS systems such as ParkMap, QGIS, ArcGIS.
- Experience in successful budgetary and resource management.
- Significant experience in the practice of health and safety regulations.
- Significant experience in liaising with contractors to implement the design and construction of schemes.
- Experience in area(s) of procurement, commission, performance, or contract management.

Knowledge, Skills and Understanding:

- A highly detailed working knowledge of legislation for highways and TROs including The Road Traffic Regulation Act 1984, Highways Act 1980, Traffic

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Management Act 2004, The Traffic Signs Regulations and General Directions and the Traffic Signs Manual.

- Strong proven experience of designing and implementing TRO schemes.
- Detailed understanding of TRO enforcement practices.
- Highly advanced data interpretation, analytical analysis, and planning, benchmarking, project management and implementation skills.
- Highly developed written, presentation and report writing skills, using effective language to convey convincing ideas and arguments and simplify technical and complex information.
- Strong understanding of methods for auditing construction works related to a TRO as well as developing and presenting professional audit reports.
- Possess and demonstrate excellent interpersonal and written/verbal communication skills and be able to deal confidently and professionally with stakeholders, including other GCC teams, members of the public, consultants, partner organisations and Elected Members.
- Self-aware and able to alter style of interaction to suit audience.
- Strong ability to make considered logical and rational decisions in a timely manner and communicate them clearly.
- Able to engage effectively with customers and members of the public.
- The ability to plan, project manage, budget, programme and deliver projects to deadlines.
- A detailed working knowledge of the CDM Regulations 2015.

- Proficient in the use of AutoCad, Key Signs/Key Post, Key Lines and associated software and in the use of GIS systems such as Parkmap.
- Proficient in the use of MS office applications.
- A detailed working knowledge of engineering contracts including NEC4.
- Strong ability to identify and respond to the political context, advising senior management and members where necessary.

Education & Qualifications

Essential:

- HNC or higher in relevant subject and/or or equivalent experience in accordance with Grade 10 in TRO Engineering work.
- Member of a relevant UK professional institution (e.g. IHE/ICE/IHT)
- High level of Literacy and Numeracy.

Behavioural attributes:

- Aligns with Gloucestershire Employee Values and behaviours which are available on our [website](#).
- Able to cope and function effectively when working in a pressured environment, demonstrating emotional resilience.
- Demonstrates strong communication skills, including negotiation and the ability to manage expectations.
- Ability to work effectively with people at all levels within the council.
- Recognises political context and political sensitivities.

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- Be able to derive practical solutions in the context of challenging situations.
- Flexible, creative and self-motivated with the ability to work autonomously.
- Takes ownership of own work area and the development of others.
- Able to respond to changing, unplanned, and unpredictable patterns of work which can require constant shifts of priority.
- Organised and able to meet deadlines.

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