

## Job Profile

### Principal Road Safety Engineer

Grades: 11 ID 40023

Date created: August 2023

**About the Job:** You will be a Principal Road Safety Engineer in the Road Safety team. You will undertake duties to assist in leading the day-to-day delivery of and development of policies for road safety measures to ensure Gloucestershire County Council's (GCC) statutory and legislative obligations regarding road safety are met. This includes the implementation of the GCC Road Safety Policy including the Safe Systems approach to Road Safety, working with partners in the Road Safety Partnership.

#### This is what we need you to do...

- Lead and assist in carrying out work in the day to day delivery of road safety measures in Gloucestershire County in accordance with current local and national standards and policy including the Gloucestershire County Council Road Safety Policy.
- Work with colleagues in the Road Safety, TRO and Traffic Engineering teams in the delivery of road safety strategies and casualty reduction targets.
- Assist in leading in developing and maintaining relationships with Gloucestershire County Council's partners in the Road Safety Partnership.
- Assist in leading reviews of collision data and assess accidents for potential measures to improve safety. These measures include work to be carried out in house or by an external consultant, including feasibility studies, design solutions, management of implementation on site, education, training and promotion activities.
- Provide supervision, mentoring, advice, and support to junior members of the team.
- Assist the Road Safety Manager to ensure continuing team development of by motivating staff through training and continuing professional development and learning.
- 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.
- Work with local, regional, and national interest groups in liaison with internal GCC teams to help in the evolution, innovation and promotion of safe, healthy and sustainable travel for pedestrians, cyclists, and equestrians.

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.



- Lead and carry out road safety feasibility studies including collision investigation studies and design proposals for road safety.
- Lead the management of schemes in the road safety programme through their life cycle. Assist the Road Safety Manager in ensuring that the correct GCC processes are implemented.
- Lead the management of internal and external engagements and consultations.
- Demonstrate the capability and influencing skills to resolve challenging situations and achieve successful collaborative working and decision making.
- Attend road safety audits as team leader or team member in accordance with GCC policy and GG119 Road Safety Audits.
- Provide responses to queries/advice on road safety matters to, internal stakeholders, the Road Safety Partnership, councillors, and the public.
- Produce reports pertaining to Road Safety and contribute to cabinet reports.
- Assist the Road Safety Manager in providing safety solutions that are innovative and sustainable.
- Review and critique work carried out by team members, other GCC teams, third party designers and analysts, including consultants and developers.
- Explore and evaluate the adoption potential of innovative commercial and bespoke software options for the interrogation, analysis and reporting of reported casualty and collision data.
- Assist with the development, management, expansion, statistical analysis and reporting of the Gloucestershire Road Safety Partnership Community Speed Watch program.
- Manage and monitor budgets and programmes, ensuring reporting is undertaken in a timely and accurate manner.
- Take on the role of Principal Engineer and Client in accordance with the CDM regulations 2015.
- Assist the Road Safety Manager in the advancement of policy, design guidance and prioritisation methodology to better deliver improved road safety.
- Assist the Road Safety Manager in the prioritization of road safety schemes using GCC approved methodology.
- Attend public meetings and site investigations as required to scrutinise fatality incidents.
- Manage the reviews of applications for speed limit changes and pedestrian crossings.
- Be team leader of the Data and Engineering team and report to the Road Safety Manager

### 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 hours 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...

### Significant Experience in

- Analysing collision data, providing road safety solutions and prioritizing schemes.
- Using The Traffic Signs Regulations and General Directions and the Traffic Signs Manual, Manual for Streets and the Design Manual for Roads and Bridges.
- Attending road safety audits as a member.
- Highway design for schemes related to road safety and active travel.
- Producing feasibility studies related to casualty reduction.
- Providing road safety advice for design proposals.
- Supervising junior members of staff.
- Communicating and developing relationships with stakeholders both internal and external.
- Commissioning and/or project managing road safety schemes through their life cycle.
- Prioritising road safety schemes.
- Experience of applying the CDM Regulations 2015.
- Assisting in the development of policy and design guidance pertaining to road safety including but not limited to speed limits, crossings and community led initiatives to improve road safety.
- Undertaking the role of Team Leader/Member in Road Safety Audits.

### Knowledge, Skills and Understanding

- Project management skills
- Be able to use AutoCad and associated design software such as for traffic signs and road marking design.
- Be able to undertake the role of Team Leader in Road Safety Audits.
- Significant experience of preparing designs for road safety schemes of varying scales.
- Communicate clearly and concisely, both verbally and in writing

### Behavioural attributes

- Aligns with Gloucestershire Employee Values and behaviours which are available on our [website](#)
- Our values are Accountability, Integrity, Empowerment, Respect and Excellence
- Strong personal and interpersonal skills including team building, communications, motivation, leadership and the ability to develop.
- Demonstrates the Gloucestershire Leader behaviours.
- Self-awareness and an understanding of how your behaviour will impact on others.
- Resilient and deals positively with change.

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- Works flexibly, efficiently and effectively, reducing costs and eliminating waste.
- Demonstrates negotiation skills and managing expectation.
- Recognises political context.
- Thinks laterally, proposes and is open to innovative solutions to problems.
- Places a high priority on road safety and sustainability.

## Education & Qualifications

### Essential

- HND in Civil Engineering or higher  
OR
- Degree qualified in Civil Engineering or equivalent experience as a Road Safety/Civil Engineer.  
AND
- Successful completion of Road Safety Audit Training (RoSPA approved or equivalent).
- Incorporated or Chartered status with the MCIHT or equivalent.
- Member – MSoRSA or equivalent.
- Project Management Qualification or equivalent experience.

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