

Senior Engineer

Generic title	Manager – 2
General Description	<p>A colleague at this level will take responsibility for delivering specific tasks, goals and objectives. They will work under direction but will be able to work without day to day support. They are expected to work proactively and deliver defined tasks to an industry standard.</p> <p>They will manage their own tasks within the context of a project or company objective. Whilst they will take day to day decisions on their own, they will refer significant decisions. They are accountable for the performance of a small team.</p> <p>In operations they will manage small or medium projects and site. They supervise larger teams of trades or co-ordinate significant functions on a larger project.</p> <p>In commercial they will manage costs and quantities on small projects or as part of a team on a larger project.</p>

Competencies

Achieving Results	<p>Sets clear and appropriate goals that consider the bigger picture</p> <p>Drives well to achieve consistent results</p> <p>Deliver a quality performance consistently</p>
Analytical thinking and decision making	<p>Rational and systematic analysis of situation to enable decisions on more varied issues</p> <p>Questioning the evidence to evaluate issues</p>
Communication	<p>Communicates positively with clarity and understanding</p> <p>Presents information in a structured way</p> <p>Demonstrates confidence when communicating in own subject</p>
Dealing with change	<p>Positive attitude to change when presented</p> <p>Contributes to change in own area of work</p>
Teamwork	<p>Contribute to the overall team objectives</p> <p>Understand how to be part of a team</p> <p>Regularly cooperate with team members</p>
Leadership	<p>Ability to take control of situations with one's sphere of influence</p> <p>Assume responsibility – organising and guiding where necessary</p>
Managing resources	<p>Create a plan for a familiar project or process</p> <p>Interpret a plan and decide what resources are required</p> <p>Bring resources together and ensure they are efficiently deployed</p> <p>Able to call upon and manage diverse skills and methods to deliver results</p>
Negotiation	<p>Understand the others point of view</p> <p>Make an objective and structure case with pros and cons</p> <p>Understand the need to give and take</p> <p>Understand and defend a position</p>
People Development	<p>Can respond well within tested frameworks of development to identify own needs</p> <p>Use personal experience to build own skills</p>

Role definition

Summary of role	Ensure that above and below ground level a project is undertaken in accordance with the customer's requirements for level and dimension
Responsibilities and accountabilities	<p>Understand and interpret the drawings and specifications</p> <p>Provide engineering expertise and support to the project team</p> <p>Monitor works in progress</p> <p>Check the setting out of sub-contractors as required</p> <p>Provide information to enable the commercial team to review and interrogate sub-contractor analysis</p> <p>Report any deviances from survey to project/contracts manager</p> <p>Implement and monitor all systems and procedures and ensure effective operation</p> <p>Ensure effective communication to all parties</p> <p>Utilise company ICT systems currently in place</p> <p>Maintain awareness of Morgan Sindall health and safety requirements and standards</p> <p>Proactively keep up to date with the current and changing status of the project</p> <p>Maintain comprehensive and accurate records for archive</p> <p>Input into site activities where appropriate and required</p> <p>Offer support and advise on problem areas</p> <p>Proactively contribute to effective teamwork</p> <p>Identify training and development needs of self, and others as identified</p> <p>Support training and development needs of others</p> <p>Provide technical advice and support</p> <p>Maintain a professional Morgan Sindall relationship throughout and be a reliable point of contact on engineering issues</p> <p>Improve on and develop customer relationships</p> <p>Ensure effective communication with relevant parties</p> <p>Promote and present a professional Morgan Sindall image to the supplier in all dealings</p> <p>Monitor and report on supplier performance</p> <p>Build effective relationships to establish two-way dialogue</p> <p>Ensure a working environment exists which encourages teamwork</p> <p>Influence and support suppliers to innovate and achieve optimum solutions</p> <p>Provide key information for the commercial team on re-measures and claims</p> <p>Monitor labour and sub-contractor activity</p> <p>Involvement in method statement approval and monitoring compliance</p>
Qualifications, training and technical knowledge	<p>HNC/HND in Building Studies (or equivalent)</p> <p>SMSTS (5 day course)</p> <p>Qualified First Aider</p> <p>Relevant CSCS card</p>
Attributes and skills	<p>Ability to work in a team environment contributing across a project, site or area</p> <p>Good management skills, with the ability to motivate self and colleagues to perform</p> <p>Good planning and time management skills; able to manage activities simultaneously within compromising on standards and quality</p> <p>Ability to ensure standards and specifications are met</p> <p>Ability to work with colleagues to contribute to project and operational performance</p> <p>Sound knowledge of construction practises and standards</p> <p>Specialist knowledge in chosen field</p>