

Senior Design Engineer

Generic title	Manager - 2
General Description	<p>Reports either to the Discipline or Sector Lead or the Associate/Principal Engineer for that Sector or Discipline.</p> <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.</p> <p>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>They may manage small or medium projects.</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>Ability to choose most appropriate style of communication</p> <p>Able to listen actively by which we mean hearing and interpreting what is said</p> <p>Demonstrating sound questioning techniques</p>
Dealing with change	<p>Sees potential of new ideas and situations</p> <p>Take a pragmatic approach to change</p> <p>Considers impact of change on others as well as self</p> <p>Ability to explain the effects to colleagues</p>
Teamwork	<p>Develop inter-team collaboration inside and outside company</p> <p>Understand the role of a team and how it delivers the objectives</p> <p>Can adapt to different types of teams in most situations</p> <p>Take a cohesive and encouraging approach to team working</p>
Leadership	<p>Ability to take control of situations within 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 work well within tested frameworks of development to identify others' needs</p> <p>Use personal experience to build skills in other people</p> <p>Use informal and formal performance review to target needs for development</p> <p>Understand and recognise people's current career needs</p> <p>Coach and give feedback</p> <p>Build development plans with others</p>

Role definition

Summary of role	<p>Responsible for organising or undertaking design and checking work or providing other professional services as required.</p> <p>May act as Project Manager for small or moderate commissions and manage a</p>
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ROLE DEFINITION

	<p>project team.</p> <p>Provide technical advice to team members, clients and other MSES team members. Contribute to the management of MSES through attendance at appropriate forums. Reports either to the Discipline or Sector Lead or the Associate/Principal Engineer for that Sector or Discipline.</p>
Responsibilities and accountabilities	<p>Must ensure high standards are maintained from self, direct reports and other members of the MSES team.</p> <p>Must endeavour to continuously improve own knowledge and performance and that of direct reports.</p> <p>Attendee and contributor to the Quarterly Engineering Forum.</p> <p>Responsible that high quality and engineering standards are maintained for all works under their control.</p>
Qualifications, training and technical knowledge	<p>Minimum BEng(Hons) or equivalent but preferably MEng in relevant subject.</p> <p>IEng or CEng with relevant approved industry body</p> <p>As line manager responsible for maintaining the skills matrix for direct reports.</p> <p>CSCS card holder</p> <p>Expected to have extensive experience, understanding and knowledge of subject matter relevant to the discipline within which they operate.</p> <p>Expected to undertake business development and work winning activities within Sector or Discipline.</p> <p>Able to compile fee proposals for small to medium projects in conjunction with the Discipline or sector lead and Commercial team.</p> <p>Expected to work to project budgets.</p>
Attributes and skills	<p>Proven track record of leading multiple discipline teams</p> <p>Financial/commercial awareness and ability to work to budgets.</p> <p>Understanding of resource scheduling.</p> <p>Ability to work in a team environment contributing across a project, site or area.</p> <p>Ability to work with colleagues to deliver project and operational performance.</p> <p>Good management skills, with the ability to motivate self and colleagues to achieve high standards of compliance.</p> <p>Good operational planning and time management skills; able to manage a project and manage activities simultaneously without compromising on standards and quality.</p> <p>Sound knowledge of construction practices and standards. Specialist knowledge in chosen field.</p> <p>Ability to ensure standards and specifications are met. Ability to handle situations and problems.</p> <p>Good negotiation and diplomacy skill</p>