## BIM Manager

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| **Generic title** | Senior Manager - 2 |
| **General Description** | People at this level will manage a function, a number of managers or an income stream.In operations they will manage multidisciplinary construction projects or medium sized sites and their associated activities from conception through to completion, delivering work that meets project requirements, customer satisfaction and in accordance with Morgan Sindall standards. They will play a major role in ensuring Health, Safety and Environmental Policies are delivered.In commercial they will manage contracts and may lead on a framework, project, special works or design. |

## Competencies

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| **Achieving Results** | Sets clear and appropriate goals that consider the bigger pictureDrives well to achieve consistent resultsDeliver a quality performance consistently |
| **Analytical thinking and decision making**  | Rational and systematic analysis of situation to enable decisions on more varied issuesQuestioning the evidence to evaluate issues |
| **Communication** | Ability to choose most appropriate style of communication Able to listen actively by which we mean hearing and interpreting what is said Demonstrating sound questioning techniques |
| **Dealing with change** | See potential of new ideas and situations Takes a pragmatic approach to changeConsiders impact of change on others as well as selfAbility to explain the effects to colleagues |
| **Teamwork** | Develop inter-team collaboration inside and outside companyUnderstand the role of a team and how it delivers the objectivesCan adapt to different types of teams in most situationsTakes a cohesive and encouraging approach to team working |
| **Leadership** | Ability to take control of situations with one's sphere of influence Assume responsibility - organising and guiding where necessary |
| **Managing resources**  | Create a resource plan for an unfamiliar or potentially complex project Manage others to implement effective planning, problem-solving and decision makingUnderstand the resource implications on the business plan |
| **Negotiation**  | Understand the other's point of view Make an objective and structured case with pros and consUnderstand the need to give and takeUnderstand and defend a position |
| **People Development**  | Grow a team that is aligned with the business objectivesUnderstand strengths and weaknesses of team members and work with them to good effectUnderstand ambition and manager expectationsUse of a wide range of development tools |

## Role definition

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| **Summary of role**  | The BIM Managers role is to ensure the highest possible level of BIM implementation on Morgan Sindall projects. The BIM managers role will be central to ensuring projects comply with these requirements.The role is crucial to the success of any BIM project as data exchange is key and where design consultants and supply chain contractors are inputting information with separate software tools then the coordination of that data exchange is at the core of the success of producing an Asset Information ModelThe BIM Manager must be able to objectively audit all design discipline’s models and capable of producing model quality reports. The best fit for this role is someone with design knowledge requiring experience and understanding how models are created and how to navigate and verify BIM data. |
| **Responsibilities and accountabilities**  | BIM ManagementCandidates must have a working knowledge of BS 1192, PAS 1192and other BIM standardsCompetent to establish a Common Data Environment (Bentley / ProjectWise) including processes and procedures to enable reliable information exchange between Project Team Members and other parties.Establish, agree and implement the information structure and maintenance standards for the Information Model.Receive information into the Information Model in compliance with agreed processes and procedures. Validate compliance with information requirements and advise on non-compliance (i.e. Establishes a clash detection process and advises on clashes and non-conformance issues eg incorrect coding, duplication of quantities, no asset data, incorrect phasing and lack of coordination with phasing and construction sequencing).Maintain the Information Model to meet integrity and security standards in compliance with the employer’s information requirement (Manages the integration of designer and subcontractor models to drive towards the BIM goals)Project Information Management (Project Implementation Plan and Asset Information Plan are defined in the BIM Manual)Develop, implement and maintain BIM Execution Plan , Processes and Protocols for a given project in conjunction with project design and construction personnel in accordance with the project / clients EIR’s.Initiate, agree and implement the Project Information Plan and Asset Information Plan to include: information structure across roles e.g. software platforms (all levels of supply chain) appropriate to meet Employer requirements and Project Team resources the responsibility for provision of information at each Stage the level of detail of information required for the specific Project such as Planning, Procurement and if required FM Procurement the process for incorporating as-constructed, testing, validation and commissioning information Enable the integration of information within the Project Team and co-ordinate the information through the Design Lead Agree the communication formats for Project Outputs and the collaboration software requirementsAssist Project Team Members in assembling information for the Project Outputs (6D)Set up BIM modelling environment and communicate access procedures to the project teamSet up and maintain Common Data Environment (ProjectWise / Bentley) for a project, in consultation with Document Control, procurement and other related parties who have systems where data needs to be sharedIdentify and document any conflicts between different discipline models using recognised software and instruct resolution of detected conflicts.Establish BIM workshops and report progress at the Project design Team meetingsKeep and maintain records of transfers of element ownership i.e. structures transferring from the Architect to the Structural EngineerKeep a record of the federated models and their statusEstablish quality control procedures to check that all of the models are accurate and the level of detail is fit for purposeRecord and monitor shared data and relationships between models e.g. grids, floor levels, shared project coordinatesCollaborative Working, Information exchange and project team management Support the implementation of the Project BIM protocol Assist the Project Team Members in establishing information exchange processes, including: define and agree procedures for convening, chairing, attendance and responsibility for recording “information exchange process meetings” Manage the process of federating the designer and subcontractor models and reporting on priorities for non-conformance issues and clash detectionManagement of the scheme Master Information Delivery PlanParticipate in and comply with project team management procedures and processes including:  risk and value management  performance management and measurement procedures  agree and implement record keeping, archiving and audit trail for Information Model Additional Services: Change management procedures including adjustments to budgets and programme Attendance at project and design team meetings as requiredLead BIM kick off meeting and attend project start up meetings at project commencementFacilitate coordination workshops to assist with model navigation and functionality.Assist with PQQ & bid responses in regards to BIM related questions.Contribute to Group BIM development and activities |
| **Qualifications, training and technical knowledge**  |  |
| **Attributes and skills**  | An understanding and passion for BIMProject management skills and construction management experience Detailed knowledge of workflows (schematic design, design development, construction documentation phases) and project management. Detailed knowledge of different needs of the design delivery team (architects, engineers, estimators, planners and contractors). Excellent report writing, presentation and communication skills Able to build positive working relationships, deal effectively with people and co-ordinate others Detailed knowledge of the construction industry in the context of BIMHave a good working knowledge of industry standards such as PAS 1192: 2013 and BS 1192: 2007A demonstrable understanding of the Common Data EnvironmentA demonstrable understanding of the design drawing protocols and proceduresUnderstanding of how 3D models are created and how to navigate and verify BIM data.Understanding of how BIM data links together across software platforms and BIM dimensions.Technical knowledge of the BIM applications used e.g. Revit, Navisworks, AutoCAD, Vico and Solibri model checkerTechnical background in a construction discipline.Ability to manage own workloadOpen to learning new software and processes.Proficient (ideally advanced) skills using Microsoft Office. |