## Engineering/Land Surveyor

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| **Generic title** | Manager – 3 |
| **General Description** | A technical or functional role expected to deliver closely defined tasks within company procedures and industry standards. The person will receive clear guidance.In operations they will supervise teams of trades or provide surveying, engineering and construction functions. They will provide technical services (engineering, construction) on a site or project.They may supervise small groups working on a specific task. |

## 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 communicationAble to listen actively by which we mean hearing and interpreting what is saidDemonstrating sound questioning techniques  |
| **Dealing with change** | Sees a potential of new ideas and situationsTakes a pragmatic approach to changeConsiders impact of change on others as well as selfAbility to explain the effects to colleagues  |
| **Teamwork** | Develop inter-company collaboration inside and outside companyUnderstand the role of a team and how it delivers the objectivesCan adapt to different types of teams in most situationsTake a cohesive and encouraging approach to team working |
| **Leadership** | Ability to take control of situations with one’s sphere of influenceAssume responsibility – organising and guiding where necessary |
| **Managing resources**  | Create a plan for familiar project or processInterpret a plan and decide what resources and requiredBring resources together and ensure they are efficiently deployed Able to call upon and manage diverse skills and methods to deliver results  |
| **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**  | Can work well within tested frameworks of development to identify other’s needsUse personal experience to build skills in other peopleUse informal and formal performance reviews to target needs for development Understand and recognise people’s current career needsCoach and give feedbackBuild development plans with others  |

## Role definition

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| **Summary of role**  | Responsible for organising own work load, scheduling Surveying works and meeting project deadlines for the delivery of Surveying data.Providing technical and administrative services to meet project specifications and dimensional control of construction works. |
| **Responsibilities and accountabilities**  | Reporting to the project Surveying Manager and standing in when required.Ensure project quality control requirements are met and recorded in accordance with specificationCarry out surveying duties accurately and on timePlan and establish procedures in order to ensure that all surveying operations, project schedules and milestones are achievedGeneral management and coordination of survey engineering informationCarry out relevant survey monitoring on siteCheck relevant critical setting out on siteCompilation of as built drawings.Project Site management supportManage, coach and assist junior staff in Surveying aspects of their dutiesEnsure that you take personal responsibility and accountability for your actions Always promote a professional and courteous imageManage compliance with Morgan Sindall quality proceduresOperate and promote a high standard of health and safety and environment complianceEnsure full compliance with our 100% Safe value and Perfect Delivery philosophy |
| **Qualifications, training and technical knowledge**  | HND/Degree or equivalent in Land Surveying or related technical disciplineCivil engineering and construction experience, preferably on HighwaysA member of the Chartered Institute of Civil Engineering Surveyors or working towards membershipHold a relevant CSCS CardExperience of survey control networks, including coordinate systems Experience of survey monitoring regimes, and interpreting the data produced Fully conversant with the use of modern Survey instruments such as :Robotic Total Stations, GPS, Digital Levels & 3D Laser Scanners Experienced and confident in the use of a relevant Survey package such as LSS/NRG Have experience of AutoCADKnowledge of the use of UAS in SurveyingKnowledge of BIMGood IT skills and able to work confidently with MS Office and other system applications |
| **Attributes and skills**  | Ability to work in a team environment contributing across a project, site or areaGood supervision skills, with the ability to motivate self and small teams to perform specific tasksGood planning and time management skillsAbility to contribute to meeting standards and specifications Ability to work well either alone or as part of a teamSound knowledge of construction practises and standards within their subject Specialist knowledge in chosen fieldGood writing, analytical and problem-solving skillsAbility to follow oral and written instructionsAbility to handle situations and problemsKnow when to ask for help and guidance  |