## 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 picture  Drives well to achieve consistent results  Deliver a quality performance consistently |
| **Analytical thinking and decision making** | Rational and systematic analysis of situation to enable decisions on more varied issues  Questioning 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** | Sees a potential of new ideas and situations  Takes a pragmatic approach to change  Considers impact of change on others as well as self  Ability to explain the effects to colleagues |
| **Teamwork** | Develop inter-company collaboration inside and outside company  Understand the role of a team and how it delivers the objectives  Can adapt to different types of teams in most situations  Take 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 plan for familiar project or process  Interpret a plan and decide what resources and required  Bring 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 cons  Understand the need to give and take  Understand and defend a position |
| **People Development** | Can work well within tested frameworks of development to identify other’s needs  Use personal experience to build skills in other people  Use informal and formal performance reviews to target needs for development  Understand and recognise people’s current career needs  Coach and give feedback  Build 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 specification  Carry out surveying duties accurately and on time  Plan and establish procedures in order to ensure that all surveying operations, project schedules and milestones are achieved  General management and coordination of survey engineering information  Carry out relevant survey monitoring on site  Check relevant critical setting out on site  Compilation of as built drawings.  Project Site management support  Manage, coach and assist junior staff in Surveying aspects of their duties  Ensure that you take personal responsibility and accountability for your actions  Always promote a professional and courteous image  Manage compliance with Morgan Sindall quality procedures  Operate and promote a high standard of health and safety and environment compliance  Ensure 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 discipline  Civil engineering and construction experience, preferably on Highways  A member of the Chartered Institute of Civil Engineering Surveyors or working towards membership  Hold a relevant CSCS Card  Experience 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 AutoCAD  Knowledge of the use of UAS in Surveying  Knowledge of BIM  Good 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 area  Good supervision skills, with the ability to motivate self and small teams to perform specific tasks  Good planning and time management skills  Ability to contribute to meeting standards and specifications  Ability to work well either alone or as part of a team  Sound knowledge of construction practises and standards within their subject  Specialist knowledge in chosen field  Good writing, analytical and problem-solving skills  Ability to follow oral and written instructions  Ability to handle situations and problems  Know when to ask for help and guidance |