## Senior Engineer

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| **Generic title** | Manager – 2 |
| **General Description** | 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.  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.  In operations they will manage small or medium projects and site. They supervise larger teams of trades of co-ordinate significant functions on a larger project.  In commercial they will manage costs and quantities on small projects or as part of a team on a larger project. |

## 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** | Communicates positively with clarity and understanding  Presents information in a structured way  Demonstrates confidence when communicating in own subject |
| **Dealing with change** | Positive attitude to change when presented  Contributes to change in own area of work |
| **Teamwork** | Contribute to the overall team objectives  Understand how to be part of a team  Regularly cooperate with team members |
| **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 a familiar project or process  Interpret a plan and decide what resources are 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 others point of view  Make an objective and structure case with pros and cons  Understand the need to give and take  Understand and defend a position |
| **People Development** | Can respond well within tested frameworks of development to identify own needs  Use personal experience to build own skills |

## Role definition

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