

Design Manager 2

Generic title	Manager – 2
General Description	<p>A construction, commercial, project, technical manager or functional manager with considerable experience who performs a specific discipline over a wide range of complexities or large geographic area.</p> <p>They will manage their own workload within the context of a wider project or company objective. They will take significant decisions within their discipline with direction from a senior manager. They are accountable for their own work and their team's performance and its impact on their area or project.</p> <p>In operations they will manage all aspects of a mid-sized project, site of single function (e.g. M&E or Special Works) on a larger scheme or area office. In commercial they will manage all aspects of estimating, design procurement or supply chain for a site, project or office.</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>Communicates positively with clarity and understanding</p> <p>Presents information in a structured way</p> <p>Demonstrates confidence when communicating in own subject</p>
Dealing with change	<p>Positive attitude to change when presented</p> <p>Contributes to change in own area of work</p>
Teamwork	<p>Contribute to the overall team objectives</p> <p>Understand how to be part of a team</p> <p>Regularly co-operate with team members</p>
Leadership	<p>Ability to take control of situations with 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 respond within tested frameworks of development to identify own needs</p> <p>Uses personal experience to build own skills</p>

Role definition

Summary of role	<p>To manage the design aspects of tenders and projects in progress. Work closely with the surrounding team.</p> <p>Role holder will be expected to be embedded in a site team either full time or part time.</p>
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<p>Responsibilities and accountabilities</p>	<ul style="list-style-type: none"> • Collaborate with Project Manager to assess and monitor scope of design required including permanent and temporary works • Collaborate with Project Manager to determine, assess and monitor CDM requirements • Assist Project Manager to define design philosophy • Collaborate with Project Manager to maintain design risk register(s) • Collaborate with Project Manager to assess and evaluate Designers' risk assessments • Assess and monitor design deliverables • Assist Project Manager and Project Planner to assess and monitor design programmes • Assess and monitor work package scoping and deliverable identification • Assess and monitor O&M and as-built requirements • Assist Project Manager to assess customer brief omissions / shortfalls • Assist Project Manager to monitor third party and stakeholder interfaces and approvals • Collaborate with Project Manager to assess and monitor specialist design by subcontractors and suppliers and its integration into the overall design • Responsible to Project Manager for design interfaces and co-ordination requirements • Assist Project and Commercial Managers to assess, establish and monitor design development cost parameters and controls • Assist Project and Commercial Managers to assess, establish and monitor fee or cost control systems, EVA based • Assist Project Manager to assess, monitor and control hold points and reviews • Collaborate with Project Manager to assess, establish and monitor design change process - identification, reporting and control • Collaborate with Project Manager to assess, establish and monitor design control and monitoring system - deliverables based • Collaborate with Project Manager to assess, establish and monitor rework identification and control • Assist Project Manager and Document Manager/Controller to assess, establish and monitor document control system • Assist Project Manager and Commercial Manager to assess, establish and monitor commercial controls and monitoring • Assist Project Manager and Project Planner to assess, establish and monitor progress controls and monitoring • Assist Project Manager and Commercial Manager to assess, establish and monitor Internal man / hour cost controls • Responsible for meeting and workshop regimes
<p>Qualifications, training and technical knowledge</p>	<p>BEng(Hons) in relevant subject IEng or CEng with relevant approved industry body CSCS Card Holder Ability to lead and provide a professional, comprehensive and sustainable design management service to the project(s) Experience: the role holder will have career experience of working in a design environment. The role holder will have recent experience of managing multi-disciplinary design for design and build project of reasonable to large size and complexity.</p> <p>As line manager responsible for maintaining the skills matrix for direct reports</p> <p>Expected to have extensive experience, understanding and knowledge of</p>

	subject matter relevant to the discipline in which they operate
Attributes and skills	<p>Proven track record of leading multiple discipline teams Financial/commercial awareness and ability to work to budgets Understanding of resource scheduling to include effective prioritising in an ever changing environment Ability to work in a team environment contributing across a business unit or area</p> <p>Ability to work with colleagues to deliver project and operational performance Good management skills, with the ability to motivate self and colleagues to achieve high standards of compliance</p> <p>Good organisational 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.</p> <p>Specialist knowledge in chosen field Ability to ensure standards and specifications are met</p> <p>Ability to handle situations and problems Good negotiation and diplomacy skills and the ability to make a sound business case to other team members</p>