

ROLE DEFINITION**Design Engineer**

Generic title	Manager - 3
General Description	Reports to an Associate, Principal or Senior Engineer in the relevant discipline or sector A technical or functional role expected to deliver closely defined tasks within company procedures and industry standards. The person will receive clear guidance. They will provide technical services (engineering, construction) on a project.

Competencies

Achieving Results	Will set goals for self in own work environment Demonstrates enthusiasm for the job
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	The capacity to assume some position of influence within a team
Managing resources	Works effectively within time and budget constraints set by others Looks to complete on schedule and recover slippage
Negotiation	The ability to discuss and agree priorities
People Development	Can respond within tested frameworks of development to identify own needs Uses personal experience to build on own skills.

Role definition

Summary of role	Responsible for carrying out design work or providing other professional services under supervision. Expected to work towards a professional qualification with an approved body through an approved training agreement.
Responsibilities and accountabilities	Must ensure that high standards are maintained from self and others that they interact with within the MSES team. Must endeavour to continuously improve own knowledge and performance.
Qualifications, training and technical knowledge	Minimum BEng(Hons) or equivalent but preferably MEng in relevant subject. Expected to undertake CPD towards IEng or CEng of approved industry body. CSCS card holder Expected to have understanding and knowledge of subject matter relevant to the discipline within which they operate. Expected to work within time and cost targets set by work giver
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 Knowledge of construction practices and standards within their subject Extensive knowledge in chosen field Ability to contribute to meeting standards and specifications Ability to handle situations and problems

Human Resources

ROLE DEFINITION

	Ability to follow oral and written instructions Know when to ask for help and guidance
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