## Engineering Manager

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| **Generic title** | Senior Manager - 2 |
| **General Description** | People at this level will manage a function, a number of managers or an income stream.  In operations they will manage multidisciplinary construction projects or medium sized sites and their associated activities from conception through to completion, delivering work that meets project requirements, customer satisfaction and in accordance with Morgan Sindall standards. They will play a major role in ensuring Health, Safety and Environmental Policies are delivered.  In commercial they will manage contracts and may lead on a framework, project, special works or design. |

## 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** | See 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-team 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  Takes 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 resource plan for an unfamiliar or potentially complex project  Manage others to implement effective planning, problem-solving and decision making  Understand the resource implications on the business plan |
| **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** | Grow a team that is aligned with the business objectives  Understand strengths and weaknesses of team members and work with them to good effect  Understand ambition and manager expectations  Use of a wide range of development tools |

## Role definition

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| **Summary of role** | Responsible for the day to day management of internal and external engineering resources to ensure deliverables are completed on time, to budget and in agreement with the project requirements. |
| **Responsibilities and accountabilities** | Input into all engineering activities at pre-contract and delivery stages  Identify temporary works and other engineering aspects and allocate appropriate resources in conjunction with operations directors  Liaise with customers including NR and the Highways Agency (HA)  Provide point of reference contact for customers  Ensure staff records, training and competency are in place  Implement health, safety, environment and quality requirements appropriate for each customer and contract  Manage high level relationships with consulting engineers including the effective implementation of design agreements and design management activity  Support the pre-contract director in securing the most appropriate design resources for future bids  Drive innovation culture, improvement activity, knowledge, lessons learnt for Infrastructure business unit  Ensure high level compliance with CDM regulations  Pre-contract support to win work, including review and input into tenders, including attending interviews and briefing sessions, and making presentations to customers and consultants  Support bid managers to establish highest quality submissions  Provide support to operations directors for the effective mobilisation of new contracts including setting up of health and safety, quality, and environmental plans  Provide support to joint venture’s to ensure that Morgan Sindall requirements in this area are not compromised  Carry out audits and produce reports as required for quality and environmental compliance  Manage the engineering administration manager to ensure that all compliance records including training are maintained and updated  Closely liaise with other business units for best practice and lessons learnt  Assist and support operations directors with legislation  Represent the company on industry forums as agreed with the managing director  Act as functional manager for planning resources within the infrastructure business |
| **Qualifications, training and technical knowledge** | Educated to degree level or equivalent in relevant field  Chartered Engineer or similar and participation in affiliated bodies for example Institute of Civil Engineering  Previous senior level involvement in the provision of design management services for civil engineering design and construction in the highways, rail, energy and water sectors  Significant senior level involvement in large project tender teams including price and quality adjudicated bids  An understanding of commercial aspects including typical terms and conditions and procurement models  Experienced in the management, surveillance and audit of assurance regimes  Experience of managing design process in tender or contract environment  Experience with working in joint ventures and alliances or other collaborative working |
| **Attributes and skills** | Ability to work in a team environment contributing across a business unit or area  Good management skills with the ability to motivate employees to achieve high standards of compliance  Excellent organisational, planning and time management skills; able to manage projects simultaneously with compromising on standards and quality  Sound knowledge of the construction industry  Ability to ensure standards and specifications are met  Ability to work with senior management to set project and operational targets  Excellent negotiation and diplomacy skills and the ability to make a sound business case to senior stakeholders |