

Engineering Manager

Generic title	Senior Manager - 2
General Description	<p>People at this level will manage a function, a number of managers or an income stream.</p> <p>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.</p> <p>In commercial they will manage contracts and may lead on a framework, project, special works or design.</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>Ability to choose most appropriate style of communication</p> <p>Able to listen actively by which we mean hearing and interpreting what is said</p> <p>Demonstrating sound questioning techniques</p>
Dealing with change	<p>See potential of new ideas and situations</p> <p>Takes a pragmatic approach to change</p> <p>Considers impact of change on others as well as self</p> <p>Ability to explain the effects to colleagues</p>
Teamwork	<p>Develop inter-team collaboration inside and outside company</p> <p>Understand the role of a team and how it delivers the objectives</p> <p>Can adapt to different types of teams in most situations</p> <p>Takes a cohesive and encouraging approach to team working</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 resource plan for an unfamiliar or potentially complex project</p> <p>Manage others to implement effective planning, problem-solving and decision making</p> <p>Understand the resource implications on the business plan</p>
Negotiation	<p>Understand the other's point of view</p> <p>Make an objective and structured 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>Grow a team that is aligned with the business objectives</p> <p>Understand strengths and weaknesses of team members and work with them to good effect</p> <p>Understand ambition and manager expectations</p> <p>Use of a wide range of development tools</p>

Role definition

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	<p>Input into all engineering activities at pre-contract and delivery stages</p> <p>Identify temporary works and other engineering aspects and allocate appropriate resources in conjunction with operations directors</p> <p>Provide point of reference contact for customers</p> <p>Ensure staff records, training and competency are in place</p> <p>Implement health, safety, environment and quality requirements appropriate for each customer and contract</p> <p>Manage high level relationships with consulting engineers including the effective implementation of design agreements and design management activity</p> <p>Support the pre-contract director in securing the most appropriate design resources for future bids</p> <p>Drive innovation culture, improvement activity, knowledge, lessons learnt for Infrastructure business unit</p> <p>Ensure high level compliance with CDM regulations</p> <p>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</p> <p>Support bid managers to establish highest quality submissions</p> <p>Provide support to operations directors for the effective mobilisation of new contracts including setting up of health and safety, quality, and environmental plans</p> <p>Provide support to joint venture's to ensure that Morgan Sindall requirements in this area are not compromised</p> <p>Carry out audits and produce reports as required for quality and environmental compliance</p> <p>Manage the engineering administration manager to ensure that all compliance records including training are maintained and updated</p> <p>Closely liaise with other business units for best practice and lessons learnt</p> <p>Assist and support operations directors with legislation</p> <p>Represent the company on industry forums as agreed with the managing director</p> <p>Act as functional manager for planning resources within the infrastructure business</p>
Qualifications, training and technical knowledge	<p>Educated to degree level or equivalent in relevant field</p> <p>Chartered Engineer or similar and participation in affiliated bodies for example Institute of Civil Engineering</p> <p>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</p> <p>Significant senior level involvement in large project tender teams including price and quality adjudicated bids</p> <p>An understanding of commercial aspects including typical terms and conditions and procurement models</p> <p>Experienced in the management, surveillance and audit of assurance regimes</p> <p>Experience of managing design process in tender or contract environment</p> <p>Experience with working in joint ventures and alliances or other collaborative working</p>
Attributes and skills	Ability to work in a team environment contributing across a business unit or

	<p>area</p> <p>Good management skills with the ability to motivate employees to achieve high standards of compliance</p> <p>Excellent organisational, planning and time management skills; able to manage projects simultaneously with compromising on standards and quality</p> <p>Sound knowledge of the construction industry</p> <p>Ability to ensure standards and specifications are met</p> <p>Ability to work with senior management to set project and operational targets</p> <p>Excellent negotiation and diplomacy skills and the ability to make a sound business case to senior stakeholders</p>
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