

## Technical Manager

<b>Generic title</b>	Senior Manager - 2
<b>General Description</b>	<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

<b>Achieving Results</b>	<p>Capacity to set goals for self and others</p> <p>Proactively identifies and pursues new stretching targets and opportunities</p> <p>High levels of personal drive and commitment</p> <p>Adds value beyond doing the job</p> <p>Focuses well on personal development goals</p>
<b>Analytical thinking and decision making</b>	<p>Rational and systematic analysis of situation to enable decisions on more varied issues</p> <p>Questioning the evidence to evaluate issues</p>
<b>Communication</b>	<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>
<b>Dealing with change</b>	<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>
<b>Teamwork</b>	<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>
<b>Leadership</b>	<p>Ability to take control of situations with one's sphere of influence</p> <p>Assume responsibility - organising and guiding where necessary</p>
<b>Managing resources</b>	<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>
<b>Negotiation</b>	<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>
<b>People Development</b>	<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

<b>Summary of role</b>	Work as part of the Management team, supporting the Operations Manager for major Projects, responsibility for the overall profitable delivery of electrical and civil projects, managing multiple teams and sub-contractors ensuring overall design, build and commissioning against client specification and our philosophy of Perfect Delivery.
<b>Responsibilities and accountabilities</b>	<p>Total site management and customer interface on major projects from site setup to commissioning</p> <p>Work with the management team in developing delivery performance targets and ensuring they are delivered</p> <p>Ensure site teams and sub-contractors meet contract specifications including all health and safety requirements</p> <p>Lead and support employees and those working with us in pursuit of achieving our 100% Safe goal and fully support our Perfect Delivery philosophy</p> <p>Ensure site teams and sub-contractors understand and comply with all the relevant legislation and function efficiently and effectively</p> <p>Perform regular reviews with site teams and sub-contractors to ensure performance is optimised</p> <p>Provide sufficient and timely management to supervision, assessment and coaching to ensure site teams and sub-contractors are performing to agreed production levels</p> <p>Deal with internal/external stakeholder issues are dealt with appropriately</p> <p>Maintain own level of skills and knowledge to perform the role</p> <p>Meet the contract specifications and support documentation such as programmes, commissioning file and RAMS</p> <p>Ensure the needs of the client are met through regular communication and updates</p> <p>Implement processes and procedures to achieve perfect delivery for the customer</p> <p>Plan, coordinate and supervise the work carried out by site teams and sub-contractors to the programme target dates</p> <p>Carry out audits as specified by the company or client</p> <p>Take ownership of projects from start to finish – signing off on completion</p> <p>Liaise with various bodies to make sure we are compliant and working within client guidelines</p> <p>Monitor and produce progress reports to measure performance of the delivery activity and ensure corrective actions are made as necessary</p> <p>Deliver effective staff briefings and safety information including local training.</p> <p>Identify any problem areas associated with delivery or welfare and take action to resolve them</p> <p>Carry out authorisation monitoring to ensure compliance</p> <p>Maintain accurate records of work updating records on completion</p> <p>Carry out duties deemed necessary by the line manager to support the overall contract</p>
<b>Qualifications, training and technical knowledge</b>	<p>CITB Site Management or equivalent</p> <p>Electrical qualification</p> <p>NVQ Management Level 3 or equivalent (preferable or working towards)</p> <p>CSCS Accreditation</p>
<b>Attributes and skills</b>	<p>Have a clear commercial understanding of the contract, forecasting outputs against programme and comparing to actual work completed</p> <p>Proven track record of leading multiple discipline teams</p> <p>Experience of working in an electrical environment</p> <p>A good understanding of operational activities and trade skills</p> <p>Financial/commercial awareness and ability to work to budgets</p> <p>A good understanding of specification contracts</p>

	<p>Understanding of resource scheduling to include effective prioritising in an ever changing environment</p> <p>Ability to work in a team environment contributing across a business unit or 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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