## Senior Engineer

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| **Generic title** | Manager – 2 |
| **General Description** | A colleague at this level will take responsibility for delivering specific tasks, goals and objectives. They will work under direction but will be able to work without day to day support. They are expected to work proactively and deliver defined tasks to an industry standard.They will manage their own tasks within the context of a project or company objective. Whilst they will take day to day decisions on their own, they will refer significant decisions. They are accountable for the performance of a small team. In operations they will manage small or medium projects and site. They supervise larger teams of trades of co-ordinate significant functions on a larger project. In commercial they will manage costs and quantities on small projects or as part of a team on a larger project.  |

## Competencies

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| **Achieving Results** | Sets clear and appropriate goals that consider the bigger pictureDrives well to achieve consistent resultsDeliver a quality performance consistently |
| **Analytical thinking and decision making**  | Rational and systematic analysis of situation to enable decisions on more varied issuesQuestioning the evidence to evaluate issues |
| **Communication** | Communicates positively with clarity and understandingPresents information in a structured wayDemonstrates 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 teamRegularly cooperate with team members |
| **Leadership** | Ability to take control of situations with one’s sphere of influenceAssume responsibility – organising and guiding where necessary |
| **Managing resources**  | Create a plan for a familiar project or processInterpret a plan and decide what resources are requiredBring resources together and ensure they are efficiently deployedAble to call upon and manage diverse skills and methods to deliver results  |
| **Negotiation**  | Understand the others point of viewMake an objective and structure case with pros and cons Understand the need to give and takeUnderstand and defend a position |
| **People Development**  | Can respond well within tested frameworks of development to identify own needsUse personal experience to build own skills  |

## Role definition

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| **Summary of role**  | Ensure that above and below ground level a project is undertaken in accordance with the customer’s requirements for level and dimension |
| **Responsibilities and accountabilities**  | Understand and interpret the drawings and specificationsProvide engineering expertise and support to the project teamMonitor works in progressCheck the setting out of sub-contractors as requiredProvide information to enable the commercial team to review and interrogate sub-contractor analysisReport any deviances from survey to project/contracts managerImplement and monitor all systems and procedures and ensure effective operationEnsure effective communication to all partiesUtilise company ICT systems currently in placeMaintain awareness of Morgan Sindall health and safety requirements and standardsProactively keep up to date with the current and changing status of the projectMaintain comprehensive and accurate records for archiveInput into site activities where appropriate and requiredOffer support and advise on problem areasProactively contribute to effective teamworkIdentify training and development needs of self, and others as identifiedSupport training and development needs of othersProvide technical advice and supportMaintain a professional Morgan Sindall relationship throughout and be a reliable point of contact on engineering issuesImprove on and develop customer relationshipsEnsure effective communication with relevant partiesPromote and present a professional Morgan Sindall image to the supplier in all dealingsMonitor and report on supplier performanceBuild effective relationships to establish two-way dialogueEnsure a working environment exists which encourages teamworkInfluence and support suppliers to innovate and achieve optimum solutionsProvide key information for the commercial team on re-measures and claimsMonitor labour and sub-contractor activityInvolvement in method statement approval and monitoring compliance |
| **Qualifications, training and technical knowledge**  | HNC/HND in Building Studies (or equivalent) SMSTS (5 day course)Qualified First AiderRelevant CSCS card |
| **Attributes and skills**  | Ability to work in a team environment contributing across a project, site or areaGood management skills, with the ability to motivate self and colleagues to performGood planning and time management skills; able to manage activities simultaneously within compromising on standards and qualityAbility to ensure standards and specifications are met Ability to work with colleagues to contribute to project and operational performanceSound knowledge of construction practises and standardsSpecialist knowledge in chosen field  |