## 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 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** | 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 changeConsiders impact of change on others as well as selfAbility to explain the effects to colleagues |
| **Teamwork** | Develop inter-team collaboration inside and outside companyUnderstand the role of a team and how it delivers the objectivesCan adapt to different types of teams in most situationsTakes 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 makingUnderstand the resource implications on the business plan |
| **Negotiation**  | Understand the other's point of view Make an objective and structured case with pros and consUnderstand the need to give and takeUnderstand and defend a position |
| **People Development**  | Grow a team that is aligned with the business objectivesUnderstand strengths and weaknesses of team members and work with them to good effectUnderstand ambition and manager expectationsUse 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 stagesIdentify temporary works and other engineering aspects and allocate appropriate resources in conjunction with operations directorsLiaise with customers including NR and the Highways Agency (HA)Provide point of reference contact for customersEnsure staff records, training and competency are in placeImplement health, safety, environment and quality requirements appropriate for each customer and contractManage 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 bidsDrive innovation culture, improvement activity, knowledge, lessons learnt for Infrastructure business unitEnsure high level compliance with CDM regulationsPre-contract support to win work, including review and input into tenders, including attending interviews and briefing sessions, and making presentations to customers and consultantsSupport bid managers to establish highest quality submissionsProvide support to operations directors for the effective mobilisation of new contracts including setting up of health and safety, quality, and environmental plansProvide support to joint venture’s to ensure that Morgan Sindall requirements in this area are not compromisedCarry out audits and produce reports as required for quality and environmental complianceManage the engineering administration manager to ensure that all compliance records including training are maintained and updatedClosely liaise with other business units for best practice and lessons learntAssist and support operations directors with legislationRepresent the company on industry forums as agreed with the managing directorAct as functional manager for planning resources within the infrastructure business |
| **Qualifications, training and technical knowledge**  | Educated to degree level or equivalent in relevant fieldChartered Engineer or similar and participation in affiliated bodies for example Institute of Civil EngineeringPrevious senior level involvement in the provision of design management services for civil engineering design and construction in the highways, rail, energy and water sectorsSignificant senior level involvement in large project tender teams including price and quality adjudicated bidsAn understanding of commercial aspects including typical terms and conditions and procurement models Experienced in the management, surveillance and audit of assurance regimesExperience of managing design process in tender or contract environmentExperience 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 areaGood 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 qualitySound knowledge of the construction industryAbility to ensure standards and specifications are metAbility to work with senior management to set project and operational targetsExcellent negotiation and diplomacy skills and the ability to make a sound business case to senior stakeholders  |