

ROLE DEFINITION**Principal Engineer**

Generic title	Manager - 1
General Description	<p>Reports to the Discipline or Sector Lead. A technical manager with considerable experience who performs a specific discipline over a wide range of complexities.</p> <p>They will manage their own workload within the context of a wider project or company objective. They will take significant decisions within their discipline with direction from a senior manager. They are accountable for their own work and their team's performance and its impact on their area or project.</p> <p>They may manage all aspects of a moderate to large sized projects.</p>

Competencies

Achieving Results	<p>Sets clear and appropriate goals that consider the bigger picture Drives well to achieve consistent results 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 Questioning the evidence to evaluate issues</p>
Communication	<p>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</p>
Dealing with change	<p>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</p>
Teamwork	<p>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</p>
Leadership	<p>Ability to take control of situations with one's sphere of influence Assume responsibility - organising and guiding where necessary</p>
Managing resources	<p>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</p>
Negotiation	<p>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</p>
People Development	<p>Grow a team that is aligned with the business objectives Understand strengths and</p>

Role definition

Summary of role	<p>A senior role within a specific discipline or sector acting as one of the main points of contact with respect to technical matters. Responsible for organising or undertaking design and checking work or providing other professional services as required. May act as Project Manager for moderate or large commissions and manage a project team. May act as an Approving Engineer on specific projects or appointments in line with the delegated approvals matrix. Provide specialist or expert technical advice to team members, clients and</p>
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	<p>other MSES team members. Contribute to the management of MSES through attendance at appropriate meetings and forums and providing support to the Sector or discipline lead.</p>
Responsibilities and accountabilities	<p>Attendee and contributor to the weekly resource meeting when required. Must ensure high standards are maintained from direct reports and other members of the MSES team. Must endeavour to continuously improve own knowledge and performance and that of direct reports. Attendee and contributor to the Quarterly Engineering Forum. Responsible that high quality and engineering standards are maintained for all works under their control.</p>
Qualifications, training and technical knowledge	<p>CEng or equivalent with relevant approved industry body. As line manager responsible for maintaining the skills matrix for direct reports. CSCS card holder Expected to have extensive experience, understanding and knowledge of subject matter relevant to the discipline within which they operate. Expected to undertake business development and work winning activities within Sector or Discipline. Able to compile fee proposals for medium sized projects in conjunction with the Discipline or sector lead and Commercial team. Proven ability to work to project budgets.</p>
Attributes and skills	<p>Have a clear commercial understanding of the contract, forecasting outputs against programme and comparing to actual work completed. Proven track record of leading multiple discipline teams. Financial/commercial understanding and ability to work to budgets. Understanding of resource scheduling to include effective prioritising in an ever changing environment. Ability to lead a team 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 without compromising on standards and quality. Sound knowledge of the construction industry. Specialist knowledge in chosen field. Ability to ensure standards and specifications are met. Ability to write specifications as required. Ability to work with senior management to set project and operational targets. Good negotiation and diplomacy skills and the ability to make a sound business case to other team members.</p>