

## Principal Engineer

<b>Generic title</b>	Manager - 1
<b>General Description</b>	<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

<b>Achieving Results</b>	<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>
<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</p>

## Role definition

<b>Summary of role</b>	<p>A senior role within a specific discipline or sector acting as one of the main points of contact with respect to technical matters.</p> <p>Responsible for organising or undertaking design and checking work or providing other professional services as required.</p> <p>May act as Project Manager for moderate or large commissions and manage a project team.</p> <p>May act as an Approving Engineer on specific projects or appointments in line with the delegated approvals matrix.</p> <p>Provide specialist or expert technical advice to team members, clients and</p>
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**ROLE DEFINITION**

	<p>other MSES team members.</p> <p>Contribute to the management of MSES through attendance at appropriate meetings and forums and providing support to the Sector or discipline lead.</p>
<b>Responsibilities and accountabilities</b>	<p>Attendee and contributor to the weekly resource meeting when required.</p> <p>Must ensure high standards are maintained from direct reports and other members of the MSES team.</p> <p>Must endeavour to continuously improve own knowledge and performance and that of direct reports.</p> <p>Attendee and contributor to the Quarterly Engineering Forum.</p> <p>Responsible that high quality and engineering standards are maintained for all works under their control.</p>
<b>Qualifications, training and technical knowledge</b>	<p>CEng or equivalent with relevant approved industry body.</p> <p>As line manager responsible for maintaining the skills matrix for direct reports.</p> <p>CSCS card holder</p> <p>Expected to have extensive experience, understanding and knowledge of subject matter relevant to the discipline within which they operate.</p> <p>Expected to undertake business development and work winning activities within Sector or Discipline.</p> <p>Able to compile fee proposals for medium sized projects in conjunction with the Discipline or sector lead and Commercial team.</p> <p>Proven ability to work to project budgets.</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>Financial/commercial understanding and ability to work to budgets.</p> <p>Understanding of resource scheduling to include effective prioritising in an ever changing environment.</p> <p>Ability to lead a team 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 without compromising on standards and quality.</p> <p>Sound knowledge of the construction industry.</p> <p>Specialist knowledge in chosen field.</p> <p>Ability to ensure standards and specifications are met.</p> <p>Ability to write specifications as required.</p> <p>Ability to work with senior management to set project and operational targets.</p> <p>Good negotiation and diplomacy skills and the ability to make a sound business case to other team members.</p>