## Senior Engineering Manager

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| **Generic title** | Senior Manager - 1 |
| **General Description** | Under the direction of a Director, this Senior Manager will manage a significant function within a business unit, a large number of managers or a significant income stream. Managed activity will be of a larger scope and complexity.In operations they will manage large scale or complicated multidisciplinary construction schemes or 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. The will play a major role in delivering the company’s value set and philosophy.In commercial they may lead on supply chain management, take responsibility for a line of business or all aspects of pre-construction in their area. |

## 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 adapt one's style to the message and audience so people understand what you wantConnect with people in all levels of the business |
| **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** | Create appropriate networks of people internally and externallyBuild opportunities for cooperation with other individuals and teamsCut easily across horizontal and other boundaries, taking a corporate perspectiveUnderstand how teams work and how to lead one |
| **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 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 & in-house engineering teams 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 plansCarry 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 director |
| **Qualifications, training and technical knowledge**  | Educated to degree level or equivalent in relevant fieldChartered Engineer or similar and participation in affiliated bodies for example Institution of Civil Engineers or Chartered Institution of Building.Previous senior level involvement in the provision of design management services for civil engineering design and construction in the education, defence and public & private buildings Significant 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**  | Self-driven, results orientated with a positive outlookGood management skills, with the ability to motivate employees to achieve high standard of complianceExcellent organisational, planning and time management skills; able to manage projects simultaneously without 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  |