

PERSON SPECIFICATION

Area Highways Maintenance Manager - North

All the criteria below, both essential and desirable, will be assessed via your application form; further methods will be used to support this in the interview/selection stage should your application progress. Please refer to this document and the job description when completing your application, giving examples. A re-wording of the criteria listed will not guarantee an interview.

Method of Assessment: S - Scenario, I - Interview, P - Portfolio, T - Test, D – Documents

Qualifications and training

Method of Assessment – D, I

Essential:

- Degree in engineering or relevant technical discipline or significant demonstrable experience displaying relevant technical skills in a highways operational environment

Desirable:

- Chartered Engineer in civil engineering or related discipline
- NEC Contract Administration
- In-house or external training in directing, coaching and mentoring of operational staff

Experience and knowledge

Method of Assessment – I, D

Essential:

- Significant experience in technical leadership in an operational environment
- Experience and understanding of local authority and highways operations including policy and statutory obligations
- Managing complex stakeholder relationships



- Developing strategic and tactical technical service plans
- Reputation management
- Community engagement
- Experience of Asset Management principles
- Experience in data management in an operational environment
- Coaching and mentoring of junior colleagues through technical and professional development

Desirable:

- Extensive Contract Management
- Project Management
- Relevant flood management experience

Specialist skills and abilities

Method of Assessment – I, D

Essential:

- Digital and technology skills
- Understanding and implementation of asset management principles
- Full UK Driving Licence

Desirable:

- Management and planning skills for efficiency in service delivery with provided resources
- Continuous learning approaches
- Understanding of climate change and its impact upon Shropshire's public assets
- Advanced knowledge of Highways works management systems

Personal skills and attributes

Method of Assessment – I, D

Essential:

- Strong political awareness, sensitivity and diplomacy skills to confidently engage with a diverse range of stakeholders
- Strong leadership, coaching, motivational and interpersonal skills to develop and maintain a high-performing Highways Service
- Excellent written and verbal skills



Desirable:

- Ability to understand and translate highways data for a variety of different audiences

Decision making impact and innovation

Method of Assessment – I, D

Essential:

- Strong coaching, motivational and interpersonal skills in order to develop and support Highways Service and Alliance colleagues in delivering technical excellence

Desirable:

- Change management approaches

Special working conditions

Method of Assessment – I, D

Essential:

- Ability to work from home on occasion, with the requirement to attend your primary work base as and when required.
- During a Pandemic, Epidemic or Major Incident or Emergency you may be asked to work from home or other location and on occasion to undertake duties that are not stated in your Job Description or Person Specification where there is a skill, competency, and experience match
- Ability to attend work out of normal office hours when required and to fulfil stand by rota requirements when required

