



Assistant Highway Engineer

Service	Reporting to	Location	Grade
Highway Asset Management	Team Leader	Salford Civic Centre - Hybrid	3A

About the role

The City of Salford is a vibrant and forward-thinking place to live, work, and visit, with a proud history of innovation and a strong focus on regeneration and growth. Major redevelopment projects such as Salford Quays, MediaCityUK, the University of Salford, and high-quality residential developments are helping to shape a modern, connected city. At the heart of this transformation is the delivery and maintenance of high-quality infrastructure. Salford City Council is now looking to appoint an Assistant Highway Engineer to support the effective management of our highway network. This role is key to maintaining safe, accessible, and sustainable transport routes, ensuring our infrastructure supports both current and future needs of residents, businesses, and visitors alike.

This is a fantastic opportunity to step into a dynamic and rewarding role, where you will contribute directly to the improvement and upkeep of vital infrastructure across Salford. As an Assistant Engineer within the Highway Network and Asset Management Team, you will play a key role in the development, maintenance, and delivery of high-quality highway and drainage schemes. This role offers the chance to work on a diverse range of projects that have a real and lasting impact on the city's transport network, helping to ensure that our roads and public spaces remain safe, efficient, and fit for the future.

- Take an active and integral role within the Highway Network and Asset Management Team, working collaboratively with Engineers and the Team Leader to ensure full compliance with technical standards for highway and drainage maintenance, as well as the effective delivery of construction projects on time, within budget, and to the required quality.
- Support the delivery and ongoing monitoring of investment programmes and planned maintenance schemes across the city, ensuring projects are implemented efficiently and aligned with strategic objectives.
- Assist in the development of robust and practical design solutions that meet defined project goals, site constraints, and statutory requirements.
- Contribute to the preparation, review, and quality control of technical reports, drawings, and associated documentation to support informed decision-making.
- Assist in the development and appraisal of engineering solutions, including the evaluation and presentation of viable design options.

- Work collaboratively with elected members, contractors, and members of the public to ensure effective communication and positive outcomes throughout project lifecycles.
- Prepare accurate technical drawings using AutoCAD and associated software packages, supporting the design and delivery of highways and infrastructure schemes.
- Communicate effectively with a wide range of stakeholders, responding to technical and service-related queries clearly and professionally, both in writing and verbally.
- Liaise with contractors, suppliers, and external partners to ensure works are delivered in accordance with agreed specifications, standards, and contract requirements.
- Contribute positively to a supportive team culture, helping to foster an inclusive and high-performing working environment for all staff.

Key outcomes

- Support the assessment and prioritisation of highway, drainage, and other infrastructure-related requests, contributing to the planning and delivery of investment programmes that address operational and community needs.
- Assist in the preparation, management, and monitoring of project budgets, including the effective allocation and reporting of financial and resource requirements throughout the project lifecycle.
- Attend internal and external meetings, both formal and informal, to contribute to project planning, coordination, and stakeholder engagement as required.
- Prepare accurate technical drawings, plans, and other supporting information using CAD and associated software, ensuring clarity and compliance with design standards.
- Work closely with Engineers and the Team Leader to provide timely, accurate, and professional advice to Council Members and officers on all technical matters related to highway maintenance and asset management.
- Respond promptly and professionally to service requests, ensuring all enquiries are handled in line with agreed customer care standards and service performance expectations.
- Liaise with the wider team to offer consistent and accessible advice to members of the public regarding highway maintenance issues, ensuring a positive and informative customer experience.
- Provide effective technical and administrative support to ensure the efficient delivery of high-quality services across the highways function.
- Assist in the collection, analysis, and reporting of Key Performance Indicators (KPIs), supporting continuous service improvement and performance monitoring.

What we need from you

- A commitment to modelling and promoting the Council's values and behaviours, demonstrating integrity, accountability, and respect in all aspects of the role.
- Strong technical knowledge and practical experience in the design and delivery of highway maintenance and drainage schemes, with the ability to develop effective and compliant engineering solutions.
- A solid understanding of highway maintenance and asset management principles, supported by hands-on experience within a similar environment.
- Proven ability to prepare, review, and interpret technical documentation, including design reports, specifications, and construction drawings, ensuring accuracy and clarity.
- Applied understanding of quality management, health and safety, and environmental regulations within the context of civil engineering and infrastructure projects.
- Demonstrable professional credibility, supported by relevant industry experience and the ability to work confidently with internal and external stakeholders.
- Excellent organisational and interpersonal skills, with the ability to communicate effectively at all levels and work collaboratively within a multidisciplinary team.
- Proficient in the use of IT and engineering software, including Microsoft Office applications and AutoCAD (or equivalent).
- A relevant qualification such as ONC/HNC in Civil Engineering, or the equivalent level of experience gained through practical, on-the-job learning.

What we can offer you

Your ongoing professional development and success in your role is important to us, and that is why we provide a variety of learning and development opportunities. Within the sections below you will find development options tailored to you which will enable you to further develop your existing skills and learn new ones at a pace that suits you best. If you are joining us now, your development will form part of ongoing discussions with your manager. If you are an existing employee, you should use your Personal Development Reviews to discuss your development with your manager and create your development journey. It's important you also take full advantage of any informal learning available to you during the course of your work.

Online learning

Develop your knowledge across a wide range of areas through our Me-Learning platform, with over 200 free courses to choose from. To have the best possible start and comply with current legislation, you must complete the following modules: Welcome to Salford, Health and Safety in the Office, GDPR, Equality Essentials, and Safeguarding Children and Adults. You may also benefit from a variety of courses in categories such as Business Skills, IT and Project Management which are available to learn at your own convenience and pace.

Professional Development

Gain role specific skills and time to learn through a wide range of development opportunities. Learn whilst working and get support towards your qualification through an apprenticeship standard. Access professional development ranging from entry level to master's type qualifications, including achieving a role appropriate qualification. Details can be found on [the Institute of apprenticeships](https://www.instituteforapprenticeships.org/) website.

Tailored Development

We can provide a range of training and Continuing Professional Development (CPD) courses.

Our organisation's values

We have four values: Pride, Passion, People, Personal responsibility.

[Our four values](#) are central to the way we communicate about the council and the way in which we behave with colleagues, customers, and partners - so that we live and breathe our values each day.

Our values



Pride

Passion

People

Personal responsibility

Application guidance

We are a values-based organisation so reflecting our values or a values-based approach in your evidence will support your application.

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The different sections of this role profile are there to give you an understanding of the purpose of the role. The 'what we need from you' section outlines the minimum criteria you will need to meet within your application.

Role details

Completed by: Ali Qureshi

Date: 09/10/2025

Job Number - TBC

Job Score – TBC

Date completed: TBC

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