



Senior Engineer/Transport Planner – Infrastructure Team

Service	Reporting to	Location	Grade
Infrastructure Team	Group Leader Infrastructure	Salford Civic Centre and at home	4B

About the role

- You will support the Group Leaders within the Infrastructure team; you will manage junior team members and/or consultants on the development and delivery of the City Council's Infrastructure programme as a client
- Provides strong leadership, clear direction and support as part of the team and instils an entrepreneurial spirit across Place to deliver on the City Mayor's priorities for our City.
- Represents the City Council at a Greater Manchester level working with key partners including Greater Manchester Combined Authority, Transport for Greater Manchester, National Highways, Bus operators, Network Rail and Rail operating companies
- Works with Transport for Greater Manchester officers to ensure the City Council's aspirations are incorporated into Greater Manchester strategy documents
- Works with officers from neighbouring Greater Manchester districts to co-ordinate infrastructure work across boundaries to contribute to an effective Greater Manchester network
- Works to maintain and develop a pipeline of infrastructure projects in Salford and co-ordinates the development of bids for grant funding to support project delivery
- Works to bid for and deliver grant funded projects to deliver a programme of improvements to Salford's transport network
- Provide support with the development and management of strategic highways policy and strategy.
- Works to deliver improvements to Salford's transport network that contributes to improvements in air quality through public transport, walking, cycling and innovative transport solutions that link Salford residents to jobs, education and leisure opportunities
- Work with the teams across the Place directorate including Development, Investment and Business teams and encourages close liaison between the Infrastructure and other teams to maximise the opportunities to deliver growth within our City.
- Work with senior leaders of the technical teams with Place to commission the design, delivery and development of infrastructure improvements across our City.
- Work with other Council directorates and key stakeholders and partners across GM to maximise opportunities for investment in infrastructure, public transport and active travel in the City.
- Works closely with TfGM to ensure the successful delivery of infrastructure projects.

- Provides support to employees within the team, motivating and supporting them to attain the highest professional standards, skills, knowledge, attributes and competencies required to fulfil their duties.
- Works closely with elected members and senior leadership to ensure the effective delivery of services in line with the City Mayor's and City Council priorities
- Ensures effective people management across the division, encouraging a positive employee relations climate and active employee engagement and trade union consultation
- Ensures appropriate arrangements are in place for preparing and monitoring budgets and associated income for projects within the team. Adheres to the standing orders and financial arrangements of the Council and works to ensure that projects are provided within budget and show value for money.
- Works with the team to ensure project variance and risk is reported and managed appropriately including reporting and submitting claims to grant funding partners.
- Through personal example, commitment and action develop an inclusive, supportive and constructive environment where everyone is treated with dignity and respect and diversity is valued in the workplace, in service delivery and communications
- Ensure the Council meets its legal and statutory obligations for the service's areas of responsibility.

Key outcomes

- Ensures delivery of a capital programme of transport projects and investment opportunities against Regeneration priorities as set out in the Place Business Plan.
- Supports the Group Leader to plan, monitor and review the team's capital programme of transport projects. Responsible for project budgets, programme and pipeline, ensuring appropriate governance to ensure that projects are provided within budget and show value for money. Ensuring that project variance and risk is reported and managed appropriately including reporting and submitting claims to grant funding partners.
- Ensures that all projects and services are compliant with any legislative or governance requirements at a Salford, Greater Manchester and national level.
- Ensures the Directorate Project Management system is adhered to for all relevant projects and routinely monitors performance to control the risk to the Council
- Supports the Group Leader to develop and maintain a workforce with the capacity and capability to deliver Place priorities and develops a culture that promotes innovation and creativity in service transformation and delivery.
- Puts effective performance management processes in place and routinely monitors them to secure continuous improvement in the services provided, and to address any issues that may affect service delivery.
- Provide support to our partners across the City in achieving our inclusive growth priorities, including both public sector partners and private sector business and development partners.
- Work with all key role holders to support the delivery and development of infrastructure projects.
- Set and work to personal deadlines and targets to meet the requirements of programmes of work, to meet clients' needs and to respond to targets set by others.

What we need from you

- **Achiever** - proven technical skills and ability in the role
- **Assured** - demonstrates initiative, confidence and personal responsibility for action
- **Credible** - professional credibility through proven experience in an infrastructure environment
- **Curious** - understands the bigger picture and broader context and is able to translate to a local setting
- **Determined** - tenacious and consistently persists with actions to achieve outcomes
- **Diplomat** - open to the views of others - able to constructively challenge and be challenged
- **Evidence Seeker** - demonstrates analytical skills using data insight to inform workforce strategies and plans
- **Leader** - leads people/projects, with an ability to motivate, engage and develop people to deliver shared outcomes
- **Optimist** - remains positive under challenging circumstances.

- **People Person** - skilled communicator who communicates with clarity, conviction and enthusiasm and is able to demonstrate integrity, create rapport and build trust and confidence.
- **Self-development** - demonstrates a commitment to continual professional development and continuous service improvement
- **Solutions Seeker** - understands the local context and able to identify outcomes focussed solutions to meet needs
- **Resource Weaver** - brings together multi-faceted activities to improve performance and/or resolve business critical issues
- **Values-based** - models and demonstrates our values and leadership behaviours
- **Experienced** – you will possess
 - a bachelor's or master's degree in Civil Engineering or a related subject OR
 - possess a Higher National Certificate/Diploma in Civil Engineering or a related subject OR
 - a bachelor's or master's degree in a relevant subject with post qualification experience in programme or project management with experience relevant to the delivery of Infrastructure programmes
 - You will have a minimum of 5 years post qualification experience in the development and delivery of Infrastructure projects or a related
 - You will have proven record of the delivery of projects
 - The ability to deal appropriately and effectively with external organisations and statutory bodies
 - You will have experience to effectively liaise with stakeholders and the public on projects including with elected Members and senior officers
 - You will have experience of managing junior staff as part of a team
 - Excellent communication skills, both orally and in writing

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](#) website.

Tailored Development

Support to achieve and maintain your professional qualification will be available working with those already professionally qualified across the council. Opportunities to maintain the continuing professional development requirements of a registered institution will also be supported alongside the wider development programme outlined above.

A digital organisation

Developing your digital skills

Our ambition is to provide our workforce with the right level of digital capabilities needed to be successful. Whatever your current digital abilities are, we can provide development ranging from essential workplace skills to specialist workplace skills. These will be delivered through our Digital Skills Academy using both self-directed and guided learning opportunities to enable you to develop. Additionally, you can access free online courses through the [iDea website](#).

Sharing your digital skills

Our goal is to support you to share your digital knowledge with other people. Our Digital Eagles programme has been designed to cover basic digital skills and build your confidence to assist others. By the end of this programme you will join hundreds of staff members who already are digital eagles, and be able to help colleagues, customers, residents, or people in your personal life with all things digital.

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.

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:

Date:

Job code:

Job score:

Date of evaluation:

#HappytoTalkFlexible



Salford City Council