

WHERE
CAREERS
THRIVE

When potential
is unlocked,
talent *thrives*



West
Northamptonshire
Council

Job description and person specification

Graduate/ Assistant Engineer

Highways & Transport, Place

Thank you for your interest in this role. Our vision at West Northamptonshire Council (WNC) is: 'to make West Northants a great place to live, work, visit and thrive'.

We truly stand by this and work hard every day to make this a reality, and at WNC it's about our people. People who thrive with ambition, bring new ideas, demand better ways of working, care about every detail, and who never shy away from a challenge.

Our culture is a gateway for new experiences. A place to forge new opportunities. To empower you in your career and unite you with like-minded people. When potential is unlocked, talent thrives.



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Purpose and impact:

WNC have recently let a new Highway Services contract to Kier Highways. As part of this contract we need to grow and adapt our Inspection team to ensure we as the contract client are providing quality works on time and of a quality our residents expect.

As Graduate/ Assistant Engineer you work within the inspection team supporting the team to audit and inspect highways works undertaken on behalf of the council.

Accountable to:

This role is accountable to the senior contract inspector. The role sits within Highway Services, part of the Highways and Transport Directorate in West Northamptonshire Council.

Responsibilities:

1. Supporting the Inspection Team by assisting in the undertaking of a range of contract inspection activities. This will include visiting sites completing reports alone or with other members of staff.
2. Working with colleagues to ensure that the contract details are managed consistently across the council. Including the instruction of work and reporting of failures.
3. Developing a broad understanding of the requirements of the contract to understand and gain assurance of contract delivery.
4. Assisting audit-based check and challenge inspections that enables the Highways and Transport Service to be able to report the quality of works on behalf of WNC to relevant stakeholders.
5. Developing positive working relationships with the contractor to resolve issues as they arise in the interests of the residents and communities of West Northamptonshire.
6. Assist the inspection team in providing advice and information to elected members, to Executive, to Scrutiny Committees, and the Corporate Leadership Team of the Council to ensure that informed decisions are made.
7. Liaise with colleagues in Highways and Transport – and in other Place Services as appropriate – regarding Highways issues relevant to the Contract and to the wider needs and ambitions of the Council.
8. Actively challenge and seek to eliminate any directly or indirectly discriminatory practice or behaviours.
9. Demonstrate awareness/understanding of other people's behavioural, physical, social and welfare needs. Ensure that reasonable care is always taken for the health, safety and welfare of yourself and other persons, to certify compliance with policies and procedures relating to health and safety within the service.

Person specification:

The requirements for the role are outlined below and will be part of the selection process. Each of the criteria listed below will be measured by:

(**A**) Application Form, (**T**) Test, (**I**) Interview, (**P**) Presentation, (**D**) Documentation.

Minimum levels of knowledge, skills experience and qualifications required for this job.

Skills and abilities:	Essential / Desirable	Measured by
Ability to write good quality reports that will be presented to senior officers and members	E	I
Ability to learn on the job and commitment to continuous professional development	E	I
Ability to follow and carry out audit and inspection procedures	D	I
Ability to accurately record data in line with current procedures	E	I
Ability to organise workload to meet deadlines	E	I

Knowledge:	Essential / Desirable	Measured by
Knowledge and understanding of the importance of effective communications	E	I

Relevant experience:	Essential / Desirable	Measured by
Experience of Highway engineering works or similar	E	A

Education, training and work qualifications:	Essential / Desirable	Measured by
Educated or working towards relevant degree or equivalent	E	A
Good standard of computer literacy and experience of using Microsoft Office products	E	A

All appointments are subject to standard pre-employment screening. This will include identity, references, proof of right to work in the UK, medical clearance and verification of certificates.

Day-to-day in the role:

Hours:	37	Primary work base:	One Angel Square
Job family band:	RT05	Worker type:	flexible
Salary range:	£29,060-£30,712	Budget responsibility:	£0
People management responsibility:	0		

Working conditions & how we work:

This role has been identified as a flexible worker type, this means that you will be able to work from other work locations and when not working from an office you will be working remotely for up to 3 days a week (including from home). You will be expected to travel to and from site locations on a regular basis.

Our organisational values and behaviours

Everything we want to achieve for West Northants depends on having the right people in place and doing the right things and we want all colleagues to THRIVE, both personally and professionally. Our values and our behaviours framework underpin how we work and what partners and customers can expect from us. We want to do our very best for our residents, service users and businesses and for our staff – we want everyone to THRIVE.

T	Trust	We are honest, fair, transparent and accountable. We can be trusted to do what we say we will.
H	High Performing	we get the basics right and what we do, we do well. We manage our business efficiently.
R	Respect	we respect each other and our customers in a diverse, professional and supportive environment.
I	Innovate	we encourage curiosity, we are creative and seize opportunities to grow individually as an organisation and as an area.
V	Value	We continually strive for best practice and ways of improving existing procedures, practices and systems and thereby promoting efficiency and cost effectiveness
E	Empower	we believe in people, will listen, learn and trust them to make decisions. We help people to realise their ambitions.

“Valuing colleagues as individuals and encompassing our different perspectives to deliver our collective ambitions. One West inclusive culture”

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Choose a career that offers you a true sense of achievement, fills you with pride and challenges you in a positive way, everyday.

The benefits of a career at WNC include:

- **People** are at the centre of everything we do. Without our people, we wouldn't be able to deliver services to the people in our community.
- **Ambition** runs through everything we do at West Northants Council, we nurture and develop our people's ambition and willingness to succeed, to continually improve the service we provide to the community.
- **Care** is at the heart of West Northants Council, we care in so many ways; seen and unseen, helping our colleagues and community to thrive.
- **Flexibility** is key, we know work-life balance is critical to wellbeing, so we work hard to make sure our benefits package promotes and improves wellbeing; from annual leave, sick pay, family leave and flexible working, financial security offered by a local government pension scheme and life assurance, and discount schemes which make a difference to your day-to-day life, through to employee helplines offering free legal, health, financial and wellbeing advice and support.

We want you to have balance and be happy.

