

WHERE
CAREERS
THRIVE

When potential
is unlocked,
talent *thrives*



West
Northamptonshire
Council

Job description and person specification

Principal Engineer - Highways Development Management

Highways and Transport Service, Place Directorate

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'.



West
Northamptonshire
Council

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.

Purpose and impact:

The Highways and Transport Team provide statutory services that all residents of West Northamptonshire use. The team is responsible for providing a safe road network that operates efficiently and effectively, providing strategic direction for the future development of highway assets, public transport, active travel and all road users, being mindful of budget constraints, legislation and the sustainability agenda. The team also fulfils the County's duty to ensure the safe travel of eligible students to school.

In conjunction with the Development Liaison Manager this role is responsible for the co-ordination and management of all highway development management functions including expert highway and engineering advice on planning applications and road adoptions to the Council, councillors, colleagues within other Council disciplines and developers. The role will secure funding from developers, where appropriate, to support and deliver the Council's policies and strategies as may be adopted or promoted by the Council or Government. A significant part of the Highways and Transport service area is funded through income generated by the services provided by the Development Liaison Team and the post holder will be expected to maintain and maximise future income streams.

Accountable to:

This role is accountable to the Development Liaison Manager and responsible for the direct line management of 4 Highways Development Management Officers. The role sits within the Highways and Transport Service, part of the Place Directorate in West Northamptonshire Council.

Responsibilities:

1. To provide expert professional advice to the Council, other Council disciplines and teams including but not limited to its planning, flood management, building control and highway maintenance functions as well as external partners on the transport implications of development proposals including road adoptions promoted within the public and private sectors, as part of the development plan or as individual sites, including representing the Council as its expert witness at planning inquiries as necessary.
2. To consider planning applications and related documentation including transport assessments / statements and detailed technical submissions to provide expert highway and engineering advice and reports to planning colleagues, developers, Councillors and other elected Members, the general public and other associated groups or organisations.

3. To manage a team of engineers and technical staff as may be determined by the Development Liaison Manager to deliver the Council's statutory functions within the planning system and liaise with developers, statutory undertakers, external consultants and service teams of the Council to facilitate development, works on the highway and the adoption of new roads.
4. To work with planning teams and external partners in securing funding through negotiation of legal agreements under planning and highway legislation with developers on major developments to support the Council's aims and objectives in delivering sustainable development proposals.
5. To ensure the Council's legal obligations under the Highways Act 1980 (as amended) are discharged as may be determined by the Development Liaison Manager.
6. To maximise personal productivity, minimise duplication and errors; and manage our information efficiently and securely to reduce risk, through effective use of Office 365 and our internal IT systems and applications.
7. Actively challenge and seek to eliminate any directly or indirectly discriminatory practice or behaviours.
8. Demonstrate awareness and understanding of other people's behavioural, physical, social and welfare needs and ensure that reasonable care is taken at all times for the health, safety and welfare of yourself and other persons.

This job description reflects the major tasks to be carried out by the post holder and identifies a level of responsibility at which they will be required to work. In the interests of effective working, the major tasks may be reviewed from time to time to reflect changing needs and circumstances. Such reviews and any consequential changes will be carried out in consultation with the post holder.

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
Excellent interpersonal skills with the ability of communicating effectively at all levels and to provide support to colleagues as necessary	E	I
Ability to think strategically and provide evidence of developing and implementing innovative concepts to complex service challenges	E	I
Ability to grasp and explain complex issues to colleagues and the community and deal sympathetically with sensitive issues.	E	I
Able to work under deadlines, delegate appropriately and have the ability to identify and manage demanding situations, individually and collectively.	E	I
Ability to understand legal agreements used in relation to developments (Section 278/38 Highways Act 1980 and Section 106 Town and Country Planning Act 1990 (as amended)).	E	I
Proven negotiations skills with colleagues, private, public, voluntary sector partners and community interests	E	I
Committed to public service and to corporate and collegiate working across the Council demonstrating political awareness and judgement.	E	I
This is applicable to all roles in WNC that are required to use IT equipment: Demonstrate effective use of Office 365 (incl. Teams, OneDrive, etc.) or willingness to undertake training during the probation period.	E	A/T/I

Knowledge:	Essential / Desirable	Measured by
Expert knowledge and understanding of development management processes and relevant legislation, regulations and codes of practice.	E	A/I/P
An understanding of and ability to critique and interpret Transport Assessments and traffic modelling activity.	E	A/I/P
Experience of highway engineering and/or planning policies and the development plan process.	E	A/I/P
Experience in preparing and presenting technical reports to senior managers and in formal committee meetings	E	A/I/P
Understanding and experience of masterplanning new development	E	A/I/P
Political awareness, knowledge, and understanding of Central and Local Government's political direction.	E	A/I/P
Working knowledge of the Committee processes of both the County Council and District Councils	D	A/I/P

Relevant experience:	Essential / Desirable	Measured by
Experience of negotiating and analysing Transport Statements and Assessments and of providing wider transport-related development control advice within the planning process, including negotiating related S106 obligations.	E	A/I
Experience of the structure of Local Government and working with members.	E	A/I
Experience of playing a lead role with a diverse workforce, with demonstrable ability to motivate and inspire others to achieve high performance outcomes and positive working relationships and an open and flexible management style.	E	A/I

Education, training and work qualifications:	Essential / Desirable	Measured by
HNC or degree in Civil Engineering, or relevant discipline, or extensive relevant experience.	E	A
Degree or postgraduate qualification in engineering or significant relevant and practical experience in this area.	D	A
Relevant professional membership, or working towards membership e.g. Chartered or Incorporated Engineer	D	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:	Northampton
Job family band:	RT9	Worker type:	Part-flexible
Salary range:	£48,378 -£51,571	Budget responsibility:	N/A
People management responsibility:	3		

Working conditions & how we work:

This role has been identified as a part-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). The post holder should be able to attend occasional evening meetings. The role will require site visits to be undertaken.

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”

When potential is unlocked, talent *thrives*

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.



