



Person Specification			
Post title	Principal Engineer – Site Development	Grade / Salary	L (SCP 32-33) £41,511 to £42,708

To be successful in this role you will need to demonstrate how you meet the criteria below at application & interview stage.

Shortlisting Number	Criteria	Method of assessment
Skills, knowledge, experience		
S1	Good working knowledge of current traffic / highway design guides and best practice.	CV/SS, I
S2	Good knowledge of development control policies, standards and procedures and legal agreements, and experience of development management matters relating to highways and traffic issues.	CV/SS, I
S3	Good knowledge of Highways legal matters relating to delivery of highways projects by third parties, particularly those relating to S278 and S38 agreements	CV/SS, I
S4	Ability to communicate effectively with all parties including developers, contractors Councillors, members of the public and other bodies on traffic and highways development control issues.	CV/SS, I
S5	Good inter-personal skills with an emphasis on customer care.	CV/SS, I
S6	Experience of managing contractors and consultant in the delivery of highways improvements projects, with particular focus on site inspections related to adoption agreements, and quality of workmanship	CV/SS, I
S7	Ability to analyse and interpret technical specifications and issues.	CV/SS, I
S8	Good knowledge of Asset Management and how good design can affect maintenance of the highways maintained by the Authority.	CV/SS, I
Personal attributes and circumstances		
P1	You must adhere to the “Knowsley Better Together” staff qualities; Integrity, Accountability, Communication and Respect	CV/SS, I
P2	A considerable commitment to flexibility, both in terms of duties undertaken and the need to occasionally work outside normal hours.	CV/SS, I

June 2024





P3	An ability to keep a positive perspective and perform well including during difficult situations.	CV/SS, I
P4	Required to have a current full driving licence and access to personal transport (or equivalent mobility).	CV/SS, I
P5	Provide a vehicle or equivalent mobility.	CV/SS, I
Communication		
C1	A demonstrable willingness to share information and work with other people, including the ability to listen, communicate with and understand others, taking account of other people's points of view.	CV/SS, I
Qualifications		
Q1	Experience requirements are dependent upon qualifications: (i) Degree in Civil Engineering or related subject plus relevant practical experience in traffic and / or highway engineering; or (ii) BTEC Higher National Certificate in Civil Engineering or related subject with substantial relevant experience in traffic and / or highway engineering.	CV/SS, C

CV/SS = Curriculum Vitae/Supporting Statement **A** = Application Form **C** = Certificate **E** = Exercise **I** = Interview
P = Presentation **AC** = Assessment Centre **T** = Test

Where the post involves working with children, in addition to a candidate's ability to perform the duties of the post, the interview will also explore issues relating to safeguarding and promoting the welfare of children, including:

- **Motivation to work with children and young people.**
- **Ability to form and maintain appropriate relationships and personal boundaries with children and young people.**
- **Emotional resilience in working with challenging behaviours.**
- **Attitudes to use of authority and maintaining discipline**

We have a positive attitude to the employment of disabled people and guarantee an interview to those who meet **all** the necessary criteria of the person specification.

June 2024

