

**ROADS ENGINEER**

ORGANIZATIONAL CONTEXT		
Job Title	ROAD ENGINEER	
Affairs	Assets Affairs	
Names		
Department	Roads Operations & Maintenance	
Grade		
Job Family	Supervisor/Specialist	
SCOPE		
Supervision	Direct	Department Manager
	Indirect	
JOB CONTENT		
Role Objective		
<p>Support the Senior Roads Engineer to make a positive contribution towards achieving the Ashghal mission and Corporate Strategy objectives. Help ensure the Ashghal Vision and Values becomes part of the culture of the Roads Operations &amp; Maintenance division.</p> <p>Support the management team with projects to achieve the Asset Affairs strategic objectives, contributing to the development of the Roads Operations &amp; Maintenance division to become efficient, dynamic and customer focused.</p> <p>Ensure that any works undertaken by external suppliers comply with their contractual obligation and in particular that they adhere to health, safety and quality requirements throughout.</p> <p>Support the Senior Roads Engineer to ensure that the operational delivery of the work meets the needs of the local communities and key stakeholders.</p>		
Job Roles & Responsibilities		
<ul style="list-style-type: none"><li>• Undertake all works in accordance with the Health Safety Environment and Quality (HSEQ) standards to ensure best practice and quality of works.</li><li>• Assist in the development of Contract documentation for road engineering projects supporting the Senior Management Team.</li><li>• Prepare and supervise the development of all routine and preventative maintenance plans and projects for roads projects.</li><li>• Assist in the delivery of large and complex highways schemes, deliver smaller schemes as well as provide highways advice for the disciplines to deliver the programmes and budgets agreed</li><li>• Allocate tasks to other members of the team and report to the Senior Roads Engineer on resourcing issues</li><li>• Agree briefs, programmes and budgets with the Senior Roads Engineer to ensure compliance with project plans and outcomes</li><li>• Assist senior engineer to review maintenance designs, requirements and ensure they are appropriate and meet the expected levels of technical excellence within Roads Operations &amp; Maintenance.</li><li>• Supports the investigation of customer complaints and ensure satisfactory solutions are reached in line with agreed performance indicators and support customer centric organisation</li><li>• Keep abreast of technical developments, relevant regulations and industry best practice to enhance professional competence and continues development</li><li>• Assist in the production of information, calculations, quantities, specifications related to roads engineering works for the purpose of preparing solutions</li><li>• Assist in the production of drawings and other information - produced to various scales and levels of detail, dependant on purpose - internal review, planning approvals, construction issue, approvals, consultations, adoption procedures, etc</li></ul>		

- Contribute towards the evaluation of highway designs, to ensure that they comply with a “Design for maintenance” approach.
- Assist in the production of engineering solutions relating to alignments, drainage, pavement, earthworks, traffic signs and road markings as part of contract documentation
- Liaise with team members and external parties in connection with work development and delivery team outcomes
- Follow Ashghal’s personnel policies, procedures and performance management processes for his/her team.
- Perform additional duties as required

**ROADS ENGINEER****BEHAVIOURAL SKILLS, KNOWLEDGE AND EXPERIENCE***(Competencies, knowledge and experience needed for the satisfactory performance of the job)***Educational & Experience:****Qualifications**

- Degree in Civil or Structural Engineering discipline BSc BEng or equivalent
- IOSH Managing safety or equivalent

**Technical Knowledge**

- Able to demonstrate use of a combination of general and specialist engineering knowledge and understanding of the operation of the road being maintained.
- Good knowledge of AutoCAD or other computer based design packages
- A thorough working knowledge of highway/traffic engineering and associated procedures
- Current working experience of highway/ground modelling, and drainage design software
- Recent experience of working in a multi-disciplinary teams
- Experience in the design and construction of highways schemes
- Understanding and familiarity with health and safety standards, best practice, and current legislation
- Computer literate and thoroughly conversant with MS office suite and relevant engineering software packages.

**The Individual**

- 5-10 years' experience of structure inspection
- Must have a good knowledge of Asset Management and Highway Maintenance
- Experience of working in an operation with quality and health and safety systems
- Strong Project Management skills
- Ability to identify & implement solutions to engineering problems
- Good communication and organisational skills
- Ability to work as part of a team with different levels of employees
- People Management skills

**Skills/Competencies required:**

Below is a list of the Ashghal's competencies and behavioural indicators required in line with Ashghal's Competency Framework:

<b>Behavioural Competency Framework</b>	<b>Level</b>
Communication & Interpersonal	
Planning & Organising	
Teamwork	
Customer Focus	
<b>Technical Competency Framework</b>	<b>Level</b>
Health and Safety	Follows all Health & Safety policies and procedures and is able to lead and support others to ensure compliance with all policies, procedures and legislation.
Highway Maintenance standards & solutions	Implements the standards and solutions and

	offers improvements to the processes & procedures
Asset Management	Understands the principles of Asset Management and whole life cost maintenance planning. Prepares cost estimates and prepares & maintains routine maintenance plans. Develop procedures and systems.

*The Job holder may be required to undertake additional duties, which may be reasonably expected and forms part of the function of the job.*

Prepared By : Expert

Date 18/11/2013

Reviewed By:

Date: ...../...../.....

Approved By:

Date: ...../...../.....

Job Holder:

Date: ...../...../.....