CAREER GRADE

Department: Infrastructure Services

Service: Roads

Post Title: Roads Engineer/Technician (Design & Network Sections)

Career Grade as seen in Conditions of Service

CAREER GRADED: Grade G to Grade L. Progression through the grade is as follows:

G	Possession of Highers/SVQ2 in a relevant subject area (or equivalent) and some relevant on-the job experience. At this level the postholder will carry out some of the tasks within the job profile, working within established policies and procedures with ready access to more experienced Engineer/Technicians on a regular basis.
H	Possession of an SVQ3/HNC in a relevant discipline such as Civil Engineering, plus some experience in a Civil Engineering environment. The postholder will demonstrate increased confidence and competency in some areas of the Job Profile, specifically increasing their responsibility in the following area: Public consultation, dealing with contractors and members of the public and report writing. Supervision will still generally be available on a regular basis.
I	Possession of an SVQ4 / HND / General Degree (or equivalent) in a relevant discipline such as Civil Engineering and some relevant experience in a Civil Engineering environment. The postholder will demonstrate increased confidence and competency in key areas within the Job Profile, specifically increasing their responsibility in the following areas: Contributing to feasibility studies, design of options, planning works, etc and responding more independently to problems/situations as they arise. The postholder will work within established policy guidelines.

J	Possession of an SVQ4 / HND / General Degree (or equivalent) in a relevant discipline such as Civil Engineering and 2 years relevant experience in a Civil Engineering Environment. At this level of the Career Grade, the postholder will demonstrate general confidence and competency in all key areas in the Job Profile specifically by an increase in responsibility in the following areas: Leading on public consultations and negotiations with contractors, the general public and other stakeholders. Contributing to the monitoring of budgets and ensuring best value. Involvement in the design, development acquisition and disposal of land, etc.
K	Possession of an SVQ4 / HND / General Degree (or equivalent) in a relevant discipline such as Civil Engineering and 4 years relevant experience in a Civil Engineering environment. At this level of the Career Grade, the postholder will demonstrate considerable confidence, independence and competency in all key areas in the Job Profile specifically by an increase in responsibility in the following areas: The supervision of other staff on a daily basis eg. Apprentices, less experienced Technicians and others assigned to projects. This will involve allocating work to and checking the work of others, and also identifying training needs. Contributing to identifying and delivering on Service priorities, including planning and programming works. Managing contractors to ensure standards and specifications are being met and also managing the tendering process to procure goods and services on behalf of the Roads Service.
L	Possession of an Honours Degree (or equivalent) in a relevant discipline such as Civil Engineering and extensive relevant experience in a Civil Engineering environment. Membership of the Institution of Civil Engineers (or equivalent) and extensive experience in the project management of complex civil engineering works or Roads Authority functions. In addition, experience in demonstrating value for money service delivery and experience in, and ability to handle, complex issues. At this level of the Career Grade the postholder will demonstrate complete confidence and competency in all key areas of the job profile.

If performance is not satisfactory, then subject to the right of appeal, the award of an increment may be withheld.

Allowances: Distant Islands Allowance
Evaluated Grade: G-L
Date of Evaluation: 06/04/2011
PVG Membership: N
Disclosure Check: N
Date of Last Amendment: 21/04/2021