



Job Description

Job Title: Senior Structural/Civil Engineer

Reports to: Design Manager

Team: Capital Delivery

Band: 9

Location: Baglan, South Wales

As a credible member of the Capital Delivery Design Team you will:

Lead, motivate and support the structural and civil design team across Wales to ensure projects are designed within the statutory, regulatory and financial outputs of the DCWW Business Plan while complying with DCWW procurement processes at all times.

Ensure that by working with Asset Strategy and Operations teams, DCWW meets its serviceability targets and improves its asset investment management systems, processes and competencies to achieve a successful outcome at the next price review.

Ensure best in class Health and Safety performance both internally and externally by all civil and structural engineers and designers working on AMP5 projects.

Identify and implement best practice from across the water and other sectors of the construction industry.

As Senior Structural/Civil Engineer you will:

Inspire all employees working within your area through the provision of a stimulating and challenging environment that recognises achievements, promotes effective communications and develops individuals to achieve their maximum level of performance.

Comply with DCWW Health and Safety requirements and ensure all projects designed comply with the CDM Regulations 2007.

Implement appropriate metrics to measure performance of teams and individuals to ensure a best in class structural and civil design department that can demonstrate value for money on all projects

Lead a team of professional structural and civil engineers and designers ensuring best practice designs that adhere to DCWW standard specifications.

Maintain quality management systems for both internal and external delivery of design projects.

Identify and deliver further efficiency savings against the department's financial plans.

Represent DCWW at meetings with key stakeholders where required to include Regulators, Local Authorities, MP's, AM's, Councillors and Customers to ensure resolution on behalf of DCWW on any issues that may arise in relation to the Capital programme.

Ensure DCWW's interests are protected at all times and that risks to the business are minimised.

Develop a culture of best practice and innovation through internal and external industry benchmarking

Principal Accountabilities

Lead and motivate the structural and civil design team to ensure projects are designed safely, on time and within budget, working closely with Asset Strategy and Operations teams.

Performance management and training & development of direct reports in accordance with all Human Resource policies and procedures, including regular contact, one to one meetings, performance reviews etc.

Ensure compliance with the Area Health & Safety plan through the identification of safety training needs, the application of appropriate H&S strategies and ensure all designs comply with the CDM Regulations 2007.

Ensure that structural and civil design activities are carried out uniformly and to the appropriate DCWW standard specifications.

Maintenance of key performance indicators to monitor and improve the effectiveness of the structural and civil design department.

Input into, and participate in robust monthly reporting and reviews.

Manage and periodically review the structural and civil design team budget, workload and manpower requirements to ensure effective and efficient delivery of the annual projects throughput with no adverse effect on Opex.

Oversee the selection, induction, performance appraisal and training of structural and civil design team staff to ensure an overall increase in knowledge, experience, responsibility and individual accountability for work related actions.

Develop close working relationships with the Asset Strategy, Quality, Operations and delivery teams to ensure continued alignment of strategy and delivery.

Carry out any other duties as required to meet business needs.

<u>Experience, Qualifications and Skills</u>	<u>Assessment Method</u>		
	A	I	T
Qualified to degree level and a Chartered Engineer.	x		
Minimum of 10 years design experience in the Water Industry	x		
NEBOSH Health and Safety Qualification	x		
Strong leadership and communication skills are required to motivate, performance manage, develop and lead a technically able team with individual expert elements.	x	x	
A wide range of project and people management skills are required, combined with strong experience in the design of capital projects within the water industry	x	x	
An ability to think strategically but also able to ensure effective day to day delivery of services.	x		
Ability to work collaboratively in a multi disciplined engineering team environment	X	X	
The ability to work to tight regulatory and project deadlines	X	X	

Key:

A – Assessed via application form

I – Assessed at interview

T – Assessed using psychometric / ability test

Key Relationships

Internal

- DCWW Leadership Team
- Asset Strategy, Quality, Operations, Commercial and Finance teams
- All levels of management within DCWW
- Local Asset Teams in Operations
- Programme delivery teams

External

- Regulators EA/DWI
- Ofwat
- Consumer Council for Water Wales
- Local Authorities including Planning Departments
- UKWIR, and Water UK

<u>Competencies</u>	<u>Assessment Method</u>		
	A	I	T
Achievement Motivation - The drive and energy to produce excellent results and to continually find ways of improving relationships, outputs and processes.	X	X	
Adaptability - The ability to maintain effectiveness with changing environments, tasks, responsibilities or people. The ability to modify one's approach or style in order to reach a goal.		X	
Attention To Detail The tolerance for and ability to handle detail. The ability to be able to analyse, understand and produce detailed information accurately.		X	
Creativity/innovation – The ability to look at issues from a broad perspective, to come up with imaginative solutions, and to identify innovative alternatives to typical, unusual or difficult situations or problems.	X	X	
Critical Thinking - The ability to gather, understand, analyse and interpret information & concepts, verbal or numerical, about people or situations, quickly.		X	
Communication skills – The drive and ability to exchange appropriate information with relevant people at the right time. The desire and skills to seek first to understand as well as to be understood. To be as open as confidentiality allows.		X	
Developing People - The ability to set clear goals for others; to assign responsibility; measure performance; and to seek and deliver feedback to achieve quality, timely and enhanced individual performance.		X	
Decisiveness - The ability and readiness to make timely, practical and resource effective decisions, and to act on conclusions reached.	X	X	
Initiative - The ability to actively influence events rather than passively accept them. The ability to see opportunities and to act on them, to originate action.	X		
Ownership and reliability – The readiness to take responsibility for projects or issues and to be accountable for their timely delivery and quality. The capacity and motivation to fulfil consistently any undertakings made. The habit of never letting people down or promising what can't be done.	x	X	
Teamwork - The belief in the value of synergy; the drive and ability to work with others to achieve a common goal in an optimally effective way.	X	X	

If you wish to apply please complete an application form and return it to recruitment@dwrcymru.com by 12 noon on 17th January 2011. Interviews will be held on 24th, 25th and 26th January 2011.

For an informal discussion please contact Shaun O'Leary, Design Team Manager on 07584 528024 or Nick Parkin, Capital Maintenance Delivery Manager on 07767 846917.

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