

PERSON SPECIFICATION

POST TITLE: Roads Maintenance Partnership Manager

DIVISION/UNIT: Construction Division (Road Maintenance Partnership)

JOB SPECIFIC COMPETENCIES

	Essential	Desirable	Evidence/Method of Assessment
Experience	<ol style="list-style-type: none"> 1. Experience of managing a road maintenance unit at a senior level with budgetary/financial control responsibility. 2. Significant experience of working within the roads maintenance industry on the design and construction of roads. 3. Up to date working knowledge of roads maintenance issues and the relevant legislation. 4. Ability to operate at strategic level and lead on corporate initiatives, policy development, implementation and review. 5. HR experience e.g. dealing with investigations/disciplinary hearings. 	<ol style="list-style-type: none"> 1. Wide construction management background with senior management potential. 2. Working in a partnership environment managing professional services and frontline service delivery. 	<p>Application Form References Interview</p>
Skills/Abilities	<ol style="list-style-type: none"> 1. Developed leadership style. 2. Ability to work successfully as part of a team and to establish effective working relationships. 3. Good organisational skills. 4. Commercial awareness. 5. Technical capacity in a road environment. 	<ol style="list-style-type: none"> 1. Knowledge and understanding of relevant road roads maintenance computer software packages. 	<p>Application Form References Interview</p>

	<ol style="list-style-type: none"> 6. Concise and persuasive verbal and written communication skills at all levels. 7. Financial management skills including the ability to contribute to the preparation, monitoring and control of budgets 8. Ability to successfully motivate other employees within a variety of settings. 9. Customer focus. 10. Proactive problem solver. 11. High level of computer literacy. 		
Education & Qualifications	<ol style="list-style-type: none"> 1. HNC/SVQ Level 5/ in a Construction related subject or equivalent. 	<ol style="list-style-type: none"> 1. Degree in a Construction related subject along with Incorporated or Chartered status. 	Application Form Interview
Personal Qualities	<ol style="list-style-type: none"> 1. High level of integrity and independence. 2. Ability to cope with the demands of the post and attend on a regular basis. 3. Highly motivated. 4. A positive approach with good interpersonal skills. 5. Creative, innovative, adaptable and willing to consider new ways of working. 6. Ability to work successfully as part of a team and to establish effective working relationships. 7. Team builder. 8. Goal orientated. 	<ol style="list-style-type: none"> 1. Strategic awareness and an ability to take a longer term perspective. 	Interview References
Additional Job Related Requirements	<ol style="list-style-type: none"> 1. Category B Driving Licence or equivalent entitlement to drive in Great Britain and access to a motor vehicle, or otherwise able to meet the requirement to travel efficiently to other locations. 		Application Form Post Interview Check

