

Lancashire County Council

Grade Profile

Grade Profile – Technical/Professional – (Grade 11)

Purpose

A very experienced and professionally competent practitioner providing expert professional services, advice to customers and contributing advice to senior management/external stakeholders in a complex specialist area. Accountable for the quality and professionalism of others, such as a team of professionals.

Scope of Work

Role holders will use their expertise to support the delivery of highly complex and high risk service problems. Although they will work within well-defined functional objectives, they will be expected to exercise a fair degree of professional discretion and responsibility in interpreting Council practice or procedures including decisively influencing senior decision makers.

Accountabilities/Responsibilities

The following are a range of duties that are appropriate to this grade.

- Act as a technical/professional reference, monitoring and providing guidance on the most complex policy decisions/cases/projects within a focused area, which will have a perceptible impact on the team's profile, reputation or service level.
- Produce recommendations for service planning, budgets and workforce planning, using expertise to proactively identify relevant customer, professional or legislative trends that may impact on delivery.
- Produce major and complex ad hoc analyses of internal service and management information to contribute to the development of new services and innovative working practices.
- Lead on the development and delivery of specific medium sized improvement projects to contribute to the continuous improvement of services. This may include initiating and/or shaping the overall project objectives.
- Design, develop and deliver technical training programmes for both internal and external service providers to ensure best practice is delivered across the service.
- Build partnerships/networks both internally and externally to shape and improve service delivery.

Skills, knowledge and experience

- Experience of managing/providing supervision to staff
- Excellent communication and negotiation skills
- Experience of managing and controlling budgets
- Management qualification (if required)
- Strong analytical skills and problem solving capability

In addition to the skills knowledge and experience described above, you may be required to undertake a lower graded role as appropriate.

Performance Indicators
<ul style="list-style-type: none">▪ Quality of advice/service against legal, safety and best practice standards▪ Achievement of relevant service targets▪ Adherence to internal/external quality standards if applicable

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Person Specification (Grade 11 – Technical/Professional)

Requirements	Essential (E) or Desirable (D)	Identified by Application Form (A) or Interview (I)
Qualifications:		
A Member of the Royal Institution of Chartered Surveyors (MRICS / FRICS). With an academic level qualification or equivalent or substantial vocational experience in a relevant technical, specialised field	E	A
Experience:		
A Chartered Surveyor, with a minimum of 5 years post qualification experience providing a technical/specialist advisory role within a large and/or complex operation/function.	E	A, I
Experience on all land and property matters concerned with the development, acquisition, regeneration, disposal, hiring , letting and management of land and property in either/both an urban/rural context	E	A, I
Experience of working across services within multi-disciplinary teams; providing the technical lead to projects and teams outside of direct line management	E	A, I
Policy and procedural development and implementation across the area of responsibility	E	A, I
Innovative and creative delivery of services within a changing and challenging financial environment	E	A, I
Knowledge and Skills:		
Ability to build relationships and influence, develop and motivate both internally and externally	E	A, I
Authoritative knowledge of the application, principles, theory and practice of the specialist area of responsibility	E	A, I
Ability to apply technical/specialist judgement to ensure service area objectives are achieved	E	A, I
Ability to develop, plan, organise and implement a range of complex activities and priorities within a focused area of service	E	A, I
Ability to develop policies and procedures in line with legal and statutory regulations and local initiatives	E	A, I
Other (including special requirements)		
1. Commitment to equality and diversity	E	I
2. Commitment to health and safety	E	I
3. Display the LCC values and behaviours at all times and actively promote them in others	E	I