

**Lancashire County Council**  
**Person Specification (Grade 9 – Technical/Professional)**

<b>Qualifications:</b>		
Degree qualified (or equivalent) in relevant subject plus number of years' experience in a similar role OR Significant vocational experience, demonstrating development through involvement in a series of progressively more demanding relevant roles OR Formal professional qualification within specialism (if applicable).	E	AF
<b>Experience:</b>		
Experience of working independently with relevant specialised systems, equipment and/or IT software.	E	AF/I
<b>Knowledge and Skills:</b>		
Up to date and thorough knowledge and understanding of the work practices, systems, processes and procedures relevant to the role, and a good understanding of the Council policies and services related to the role.	E	AF/I
Detailed understanding of the professional, regulatory, statutory and corporate frameworks/standards relevant to the role.	E	AF/I
Sound analytical and problem solving capability.	E	AF/I
Able to formally train and mentor other professional staff.	E	AF/I
Ability to influence others' behaviour through effective relationship building.	E	AF/I
<b>Other (including special requirements)</b>		
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

## **Strategic Development Control Engineer - (Grade 9)**

The Strategic Development Control Engineer post holder will lead a small team providing advice and support on strategic highway development control matters to Local Planning Authorities (LPA's) in Lancashire. The post holder will be expected to work in delivering both pre-application highway advice to developers and formal highway responses on planning matters to LPAs as part of the overall highway service.

The post holder will manage the day-to-day workloads of their team which also provides technical support to developers on Travel Plans and manage and facilitate delivery of section 106 contribution works. Assisting junior staff with their roles the post holder will ensure service delivery, assisting senior management in the delivery of both service level and corporate policy and procedure.

The role will be both challenging and rewarding with the successful candidate managing team workloads, setting team targets and working to personal deadlines. The post requires someone who is comfortable working with people across multiple teams and organisations and can be flexible, contributing to other various tasks and activities at an appropriate level when required.

The role will involve the successful candidate attending meetings and visiting sites. Consequently a full UK driving Licence (or equivalent) and access to a vehicle will be required.

### **Key Duties**

- Provide specialist/expert highway advice and guidance (both internally and externally), including pre-application advice to developers with regards strategic development proposals.
- Provide comprehensive advice on the highway and transport implications of planning applications to relevant Local Planning Authorities (LPA's), including support as an expert adviser/witness as part of the planning appeal process.
- Managing a small team, including HR duties, associated budgets, projects and work strands.
- Identify opportunities for improvements to policies and procedures within work area in order to improve professional practice and customer service.
- Assist in developing policies, schemes, strategies and guidance (to improve County Council processes and procedures and management of the highway network).
- Ensure deadline targets are met in line with customer expectations, statutory requirements and Key Performance Indicators (KPI's).
- Represent the County Council and provide highway input into emerging neighbourhood, local and development plans in all areas of Lancashire.
- Prepare reports to cabinet members, chief officers and committees.

- Help develop new approaches and methodologies.
- Represent the County Council in a diligent and professional manner.
- Undertake any other duties commensurate with the general level of responsibility of this post.

#### Accountabilities

- Deliver and manage a full range of professional assignments and activities (e.g. inspections, assessments, investigations, caseloads) within development control to meet the highway service requirements and to ensure council compliance with statutory, regulatory and professional requirements.
- Collate and analyse technical data from a variety of sources and interpret findings.
- Provide specialist advice to internal and external customers, making technical/professional recommendations about a course of action appropriate for the situation.
- Provide technical assistance and specialist training for more junior technical colleagues to ensure they are equipped to deliver their responsibilities.
- Identify opportunities for improvements to policies and procedures within work area in order to improve professional practice and customer service. This may include periodically providing analysis of management information to more senior professionals regarding possible improvements.
- Develop and maintain effective relationships and communications with other agencies and service providers to share information, build working relationships and to ensure joined up service provision.
- Provide input to large or complex projects to resolve specific issues. This may include analysing complex data and producing ad hoc reports using professional expertise.
- Keep self and team up to date with changes in policy/legislation/contractual requirements to ensure service delivery is effective and complies with appropriate regulations, quality standards and service level agreements.

### Skills and Experience

- Typically degree qualified (or equivalent) in relevant subject plus number of years' experience in a similar role OR significant vocational experience at a demonstrably professional level.
- Detailed knowledge of highways, transport and the development control function.
- Experience of working independently with relevant specialised systems, equipment and/or IT software.
- Detailed understanding of the professional, regulatory, statutory and corporate frameworks / standards relevant to the role.
- Sound analytical skills including a good level of experience in the use of specialist junction and network modelling software that is used in the industry and problem-solving capability.
- Ability to influence others behaviour through effective relationship building.
- Ability to clearly explain technical issues to non-technical users.
- Ability to show empathy and sensitivity to the needs of individuals or groups.
- Ability to build and maintain effective networks and relationships.
- Ability to formally train and mentor other professional staff.

In addition to the skills, knowledge and experience described above the successful candidate may be required to undertake duties of a lower grade role as appropriate.

### Performance Indicators:-

- Quality of own work against legal, safety and best practice standards.
- Achievement of relevant service targets / KPI's.
- Adherence to policies and procedures.
- Accuracy and timeliness of information recording and processing.
- Customer and stakeholder feedback.

