

Role Profile

Reference Number	01247
Role Title	Principal Engineer (Highway Structures)
Directorate	Growth
Department	Planning, Transportation & Highways
Reports to	Highways Services Manager

Role Purpose

- To provide strategic, technical and operational leadership for the management of the Council's highway structures assets ensuring they are safe, compliant and support the effective operation of the transport network.
- The role is accountable for the effective asset management of bridges and structures, delivery of capital and maintenance programmes, fulfilment of statutory duties, and leadership of a professional engineering team.

Key Responsibilities

- Provide strategic leadership and act as the Council's lead specialist on highway and building structures, offering authoritative professional advice to the Head of Service and senior leadership team to inform policy, priorities and long-term planning, and ensuring that the management and development of the structures function aligns with corporate objectives, regional strategies and best practice in asset management, sustainability and infrastructure resilience. Ensure compliance with statutory duties, engineering standards and safety requirements
- Ensure that the Authority fully meets its statutory obligations as Highway Authority by maintaining compliance with all relevant legislation, standards and codes of practice, including highways, structural, safety and construction regulations, and by implementing robust governance, audit and assurance processes to ensure that all structural activities are legally compliant, properly documented and defensible by acting as the Council's Technical Approval Authority. Exercise professional judgement in reviewing and approving departures from standards where appropriate to support safe and efficient delivery. Oversee inspection, assessment, maintenance and improvement of highway structures.
- Lead, manage and develop the Structures team, providing clear direction, performance management and professional support to ensure the delivery of high-quality, customer-focused engineering services, while fostering a culture of accountability, continuous improvement and professional development in line with workforce planning and service objectives.
- Oversee the inspection, assessment, maintenance and improvement of the Council's highway structures portfolio, applying a risk-based asset management approach to ensure that structures are safe, serviceable and aligned with network priorities, while supporting long-term lifecycle planning and investment decision-making to maximise asset value and resilience. Manage budgets and identify external funding opportunities.

- Develop and implement highway structures policies, strategies and forward programmes, ensuring alignment with corporate priorities, transport strategies and funding requirements, and establishing clear prioritisation frameworks that support effective allocation of resources and delivery of continuous service improvement. Engage with stakeholders, including elected members, partners and the public.
- Lead the development and delivery of capital and revenue programmes for highway structures, ensuring that schemes are prioritised, projects are planned, procured and delivered in accordance with agreed programmes, budgets and quality standards, and that outputs contribute to improved asset condition, network performance and service outcomes.
- Manage budgets associated with the structures function, ensuring effective financial planning, monitoring and control and identify, develop and secure external funding through the preparation of robust business cases and funding bid submissions to secure investment in the Council's infrastructure.
- Develop procurement strategies and oversee the delivery and management of engineering contracts, ensuring value for money, compliance with corporate procurement procedures and effective delivery of works, including contract administration, performance management and resolution of contractual issues.
- Provide technical expertise, professional judgement and leadership to address complex structural engineering challenges developing practical, innovative and proportionate solutions to technical, operational and organisational problems where standard approaches may not be available. Support the Council's Building Control function and other Council services by ensuring the review of structural submissions and the management of demolition and building-related structural works comply with appropriate technical standards.
- Represent the service and the Authority in engagement with elected Members, stakeholders, partners and the public, providing clear and accessible communication on complex technical matters, and ensuring that stakeholder views are appropriately considered in decision-making and project development and delivery.
- Lead the identification and management of risks associated with highway structures, including structural failure and network disruption, ensuring that appropriate resilience, contingency and emergency response arrangements are in place and that engineering expertise is provided during incidents affecting public safety.

Accountabilities

	Accountability	%
1	Strategic leadership and policy development.	10%
2	Asset management and lifecycle planning.	15%
3	Team leadership and staff development.	15%
4	Programme and project delivery.	15%
5	Financial management and funding.	10%
6	Procurement and contract management.	10%
7	Technical authority and decision-making.	10%
8	Stakeholder engagement and representation.	5%
9	Risk management and statutory compliance.	7%
10	Emergency response and resilience.	3%

Knowledge / Skills / Experience required

Core knowledge and experience

- Degree in Civil or Structural Engineering (or equivalent experience).
- Chartered Engineer (CEng) status.
- Membership of a relevant professional institution.
- Evidence background in programme and project management of capital and revenue works using methodologies such as OGC's Managing Successful Programmes (MSP) and Projects in Controlled Environments (PRINCE2).

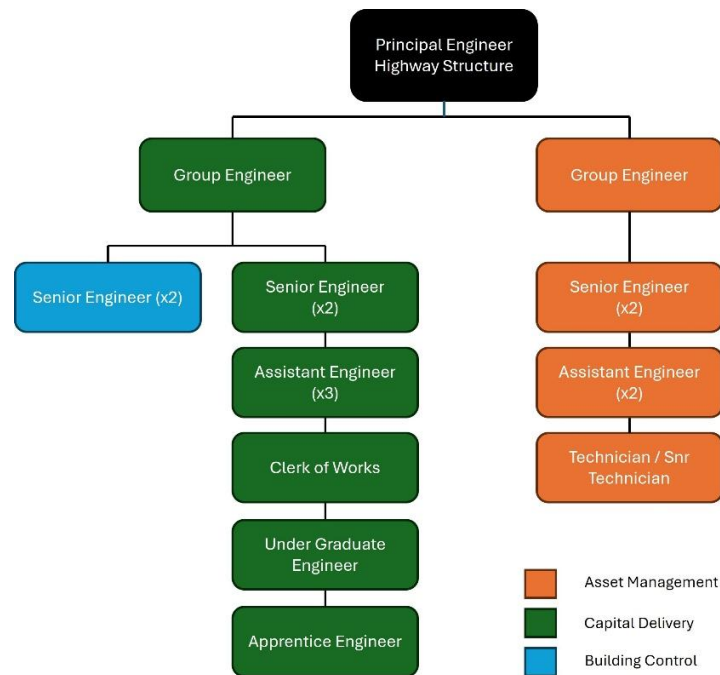
Role Specific Knowledge and Experience

- Significant experience in the highway structural engineering field within a public sector or similar environment.
- Strong understanding of asset management principles, lifecycle planning and infrastructure resilience.
- Experience of delivering capital programmes and managing complex engineering projects.
- Experience of leading and managing professional technical teams.
- Knowledge of relevant legislation, standards and codes (e.g. Highways Act, CDM Regulations, DMRB and British Standards).
- Experience of procurement and contract management (e.g. NEC contracts).
- Strong financial awareness, including budget management and preparation of funding bids.
- Excellent communication and stakeholder engagement skills, including working with elected members.
- Experience of taking tough stands, bringing up "undiscussables" and openly dealing with difficult issues and relationships in productive ways.
- Ability to absorb complex data and information and convey to a range of audiences tailoring language to suit each
- Holds a valid UK driving licence and able to travel to all parts of the district as necessary both during and outside of office hours.

Dimension or role (direct/indirect as applicable) eg total number of staff managed / total budget / total scope of role

- **Staff Responsibility:** Up to approximately 16 staff (engineering and technical professionals).
- **Budget Responsibility:** Multi-million pound capital and revenue programmes.
- **Asset Scope:** Responsibility for the asset management of the full highway structures portfolio (comprising 187 bridges, 241 culverts, 175 footbridges, 20 subways, 2 tunnels, 6 cattle grids, 7 stabilised mineshafts and 1,269 retaining walls) and other structures assets with partial liability including 244 rail bridges, 25 canal bridges and 1,476 private structures.
- **Impact:** Direct impact on public safety, network resilience and service delivery.

Structure Chart (role of direct reports)



Key benchmarked competencies, traits and motives required to successfully deliver the role (not required for JE. Informs recruitment, succession planning, development and performance management)

Strategic Mindset	Develops long-term infrastructure and asset strategies. Anticipates future challenges (e.g. funding pressures, climate resilience, asset deterioration)
Drives Results	Delivers complex programmes within time, cost and quality expectations. Maintains focus on achieving measurable service outcomes and improvements.
Ensures Accountability	Takes ownership of decisions impacting safety and performance. Holds self and others accountable for high standards of performance and compliance.
Decision Quality	Makes sound judgements in complex and high-risk situations. Balances technical, financial, legal and reputational considerations.
Manages Complexity	Handles competing priorities and uncertainty effectively. Applies professional judgment to complex engineering and operational issues.
Builds Effective Teams	Develops and leads a high-performing team. Promotes a culture of collaboration, learning and continuous improvement.
Collaborates	Works effectively with internal and external stakeholders across organisational and regional boundaries.
Communicates Effectively	Clearly explains complex technical issues to non-specialists.
Instils Trust	Acts with integrity and professionalism. Builds credibility as a trusted technical and strategic advisor.
Financial Acumen	Understands financial planning, budget control and value-for-money principles. Aligns technical decisions with financial constraints and priorities.

Completed by:	Richard Gelder	Date:	May 2026
Quality checked (HR):	Z Kauser	Date:	June 2026