



City of  
**BRADFORD**  
METROPOLITAN DISTRICT COUNCIL

## City of Bradford Metropolitan District Council Job Profile

|                         |                                              |
|-------------------------|----------------------------------------------|
| <b>Reference Number</b> | <b>01281</b>                                 |
| <b>Role Title</b>       | <b>Senior Engineer (Reservoirs)</b>          |
| <b>Grade</b>            | <b>PO5</b>                                   |
| <b>Directorate</b>      | <b>Growth</b>                                |
| <b>Service Area</b>     | <b>Planning, Transportation and Highways</b> |
| <b>Reports to</b>       | <b>Flood Risk Manager</b>                    |

### Role Purpose (maximum of 3 points, with no sub bullet points)

1. To provide expertise to ensure that the Council, as Owner and Undertaker, of large raised reservoirs is compliant with the requirements of the Reservoirs Act 1975.
2. To assist in delivering the Lead Local Flood Authority duties, producing solutions to drainage problems, supporting the Lead Local Flood Authorities statutory role in the planning system and advising on all matters relating to flood risk management.
3. To provide effective advice and expertise within the Land Drainage and Flood Risk Management team of Development Services to ensure that it makes the maximum contribution to the regeneration and sustainability of the district through effective delivery of the statutory responsibilities of the Lead Local Flood Authority. This gives particular regard to the effective and proactive implementation of flood mitigation measures and ensuring that the service group provides the best practicable level of customer service.

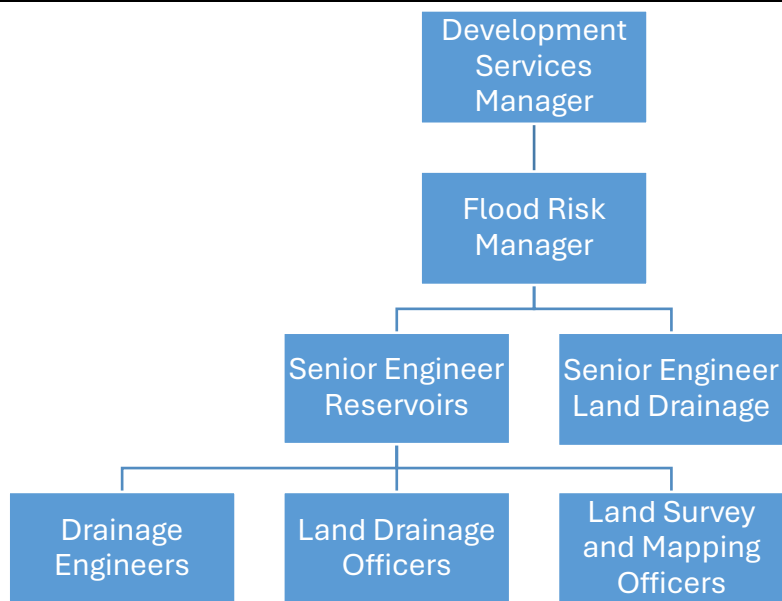
**Duties and Responsibilities (maximum of 15 points, with no sub bullet points)**

1. Ensure that Bradford Council fulfils its obligations as Lead Local Flood Authority and Reservoir Owner.
2. To use technical knowledge and experience of flood risk assessment development work to design Sustainable Drainage Systems and other drainage schemes.
3. To evaluate and provide advice on planning applications to the Local Planning Authority in relation to surface water management under the Lead Local Flood Authorities statutory role within the planning process.
4. Ensure the consenting and enforcement for works on ordinary watercourses, undertake works to manage flood risk from surface runoff and groundwater. This includes the power to undertake works to manage flood risk from surface runoff, ordinary watercourses and groundwater.
5. Assist the service group in the preparation and adoption of flood risk management strategies, policies and guidance.
6. Assist with the delivery of capital and revenue projects and initiatives, including budget and programme responsibility as appropriate, including the preparation of funding bids for programmes of works to external funding bodies.
7. To oversee maintenance and procurement activities related to reservoir management and design, prepare contract documentation, procure and site supervise reservoir, flood risk and drainage civil engineering schemes.
8. Manage the investigation of flooding events and the drafting and publishing of the associated report required under section 19 of the Flood and Water Management Act 2010.
9. Attend Council Committees, Panels and briefing meetings with Elected Members making recommendations on the content of the work area.
10. Apply a high level of professional judgement, fully independent of the Flood Risk Manager (Land Drainage), and deputise for the Flood Risk Manager (Land Drainage) when required.
11. To work within multi-agency partnerships and with local stakeholders to primarily assist in the delivery of flood risk management across the district.
12. To assist in providing 24 hour call out for Reservoirs and drainage emergencies and incidents of flooding.
13. To identify and prepare training courses for personal use with the aim of furthering and improving their knowledge and abilities in all aspects of flood risk capital scheme delivery.
14. Ensure compliance with all Council Policies and Codes of Practice including Equal Rights, Health and Safety at Work, Discipline and Grievance, and Recruitment and Selection.
15. To liaise with and give advice to Elected council members, other council services, consulting engineers, civil engineering contractors, developers and the general public on matters relating to flood risk and drainage solutions.

**Dimensions of role (direct or indirect as applicable) e.g. total number of staff managed, total budget, total scope of role**

N/A

**Structure Chart (showing direct reports)**



**Person Specification**

| Knowledge / Skills / Experience required                                                                                                                                                                     |  |
|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--|
| Comprehensive post qualification experience of Flood Risk Engineering & Assessment, Sustainable Urban Drainage Design and Planning.                                                                          |  |
| Degree in Civil Engineering, Flood Risk Engineering or appropriate degree                                                                                                                                    |  |
| Member or working to membership of ICE or CIWEM                                                                                                                                                              |  |
| Comprehensive knowledge of Reservoirs Act, 1975, Land Drainage Act 1991, Flood and Water Management Act 2010                                                                                                 |  |
| Understanding of how to analyse, interpret and present complex information from various flood risk guidance including the Councils Strategic Flood Risk Assessment and Local Flood Risk Management Strategy. |  |
| Experience of budget management, keeping costs within agreed levels. Knows the costs for products and services within the delivery and procurement of flood risk engineering schemes.                        |  |
| Ability to apply knowledge and understanding of relevant legislation, guidance, key issues, working practices relevant to the planning function.                                                             |  |
| Ability to carry out and ensure appropriate maintenance programmes based on condition surveys are developed and implemented for land drainage and drainage infrastructure assets.                            |  |

| Key benchmarked competencies, traits and motives required to successfully deliver the role These will support recruitment, succession planning, development and performance management |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        | Essential |
|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------|
| <b>Health and Safety</b>                                                                                                                                                               | Uses knowledge, safety and environmental policies, procedures and regulations, including risk in flood risk engineering and/or other areas of work within the construction industry.                                                                                                                                                                                                                                                                                                                                                                                                   | X         |
| <b>IT Packages</b>                                                                                                                                                                     | Uses a range of complex IT packages relating to area of work. Ability to use Microsoft office applications and has experience in using and interpolating AutoCAD drawings and industry standard software packages such as Micro Drainage, Infoworks and Hydro Works.                                                                                                                                                                                                                                                                                                                   | X         |
| <b>Service Improvement</b>                                                                                                                                                             | Carries out the working practices, procedures and basic operations across flood risk engineering and the planning process. Ability to adopt a process of continual improvement and suggest ways of working more efficient and effectively to improve service delivery                                                                                                                                                                                                                                                                                                                  | X         |
| <b>Continued professional improvement</b>                                                                                                                                              | Carries out a variety of working practices, applies complex regulations, rules, procedures and processes across a technical /specialist area                                                                                                                                                                                                                                                                                                                                                                                                                                           | X         |
| <b>Communication</b>                                                                                                                                                                   | Covers a range of spoken and written communication skills required as a regular feature of the job. Knows and understands how to use, interpret, handle and communicate, often complex and detailed information, and relay it to service users/stakeholders in writing and/or over the telephone / face to face. Giving advice and guidance, negotiating and persuading and handling private, confidential and sensitive information. Ability to apply knowledge and understanding of relevant legislation, guidance, key issues, working practices relevant to the planning function. | X         |
| <b>Numeracy &amp; Literacy</b>                                                                                                                                                         | Demonstrates a high level of numeracy, literacy and accuracy across a range of activities. Oversees or contributes to the management of a budget, keeping costs within agreed levels for own section/team<br>Covers a range of analytical skills required for gathering, collating and analysing the facts needed to solve problems. It includes creative and critical thinking, developing practical solutions, applying problem solving strategies and managing interpersonal relationships.                                                                                         | X         |

|                                                       |                                                                                                                                                                                                                                                                                                                                                                |   |
|-------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---|
| <b>Relevant Professional Qualification</b>            | <ul style="list-style-type: none"> <li>Degree in Civil Engineering, Flood Risk Engineering or appropriate degree.</li> <li>Member, or working to membership of ICE or CIWEM</li> </ul>                                                                                                                                                                         | X |
| <b>Carries out performance management</b>             | Covers the employees' capacity to manage their workload and carry out a number of specific tasks accurately and to a high standard.                                                                                                                                                                                                                            | X |
| <b>Communicates Effectively</b>                       | Covers a range of spoken and written communication skills required as a regular feature of the job. This includes exchanging information/building relationships, giving advice and guidance, counselling, negotiating and persuading and handling private, confidential and sensitive information.                                                             | X |
| <b>Carries Out Effective Decision Making</b>          | Covers a range of thinking skills required for taking initiative and independent actions within the scope of the job. This includes planning and organising, self-effectiveness and any requirements to quality check work.                                                                                                                                    | X |
| <b>Undertakes Structured Problem-Solving Activity</b> | Covers a full range of analytical skills required for gathering, collating and analysing the facts needed to solve problems. This includes creative and critical thinking, developing practical solutions, applying problem solving strategies and managing interpersonal relationships.                                                                       | X |
| <b>Operates with Dignity and Respect</b>              | Covers treating everyone with respect and dignity, maintains impartiality/fairness with all people, is aware of the barriers people face.                                                                                                                                                                                                                      | X |
| <b>Working Conditions</b>                             | Must be able to perform all duties and tasks with reasonable adjustment, where appropriate, in accordance with the Equality Act 2010 in relation to Disability Provisions. Must hold a full UK driving licence. Must be able to work outside normal working hours to assist in Flooding Emergencies. Must be physically able to work in challenging locations. | X |
| <b>Practices Appropriate Leadership</b>               | Our managers motivate their staff to exceed expectations through raising their awareness of goals and moving them beyond self-interest for the sake of the team or service. They consider serving the District in all that they do.                                                                                                                            |   |
| <b>Operates with Strategic Awareness</b>              | Our managers work with corporate priorities and policies in a joined up way with others, internally and externally. Works democratically, transparently and accountably.                                                                                                                                                                                       |   |
| <b>Delivering Successful Performance</b>              | Our managers monitor performance of services, teams & individuals against targets & celebrate great performance. They promote the District's vision & work to achieve Council's values & agreed outcomes.                                                                                                                                                      |   |
| <b>Applying Project and Programme Management</b>      | Our manager's work to ensure that outcomes and objectives are achieved within desired timescales, make best use of resources and take a positive approach to contingency planning                                                                                                                                                                              |   |
| <b>Developing High Performing People and Teams</b>    | Our managers coach individuals and teams to achieve their potential and take responsibility for continuous improvement. They champion the Council's values and goals.                                                                                                                                                                                          |   |

**Applicants with disabilities are only required to meet the essential special knowledge requirements (clearly marked)**

Due to the Governments Fluency in English Duty for posts where employees speak directly to members of the public the post holder is required to meet the Advanced Threshold level which will be implemented where the post requires a greater level of sensitive interaction with the public,( e.g. in children's centres) – where the person is able to demonstrate that they can during the interview:

- a) Can express themselves fluently and spontaneously, almost effortlessly,
- b) Only the requirement to explain difficult concepts simply hinders a natural smooth flow of language.

|                         |                          |              |            |
|-------------------------|--------------------------|--------------|------------|
| <b>Completed by:</b>    | Kirsty Breaks-Holdsworth | <b>Date:</b> | 03/06/2026 |
| <b>Quality checked:</b> | Pay & Reward             | <b>Date:</b> | 04/08/2026 |