



Person Specification

Post title	Principal Engineer (Drainage)	Grade / Salary	L (SCP 32-33)
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To be successful in this role you will need to demonstrate how you meet the criteria below at application & interview stage.

Shortlisting Number	Criteria	Method of assessment
Skills, knowledge, experience		
S1	Extensive experience of Planning and Development Control in relation to drainage systems and highway drainage engineering, with some experience of highway drainage design	CV/SS, I
S2	Experience of partnership working	CV/SS, I
S3	Demonstrable ability to operate with minimum supervision	CV/SS, I
S4	Demonstrate ability to manage the needs and objectives of a wide range of bodies	CV/SS, I
S5	Knowledge of relevant standards, technical procedures and national and local guidelines including the Flood and Water Management Act and related legislation	CV/SS, I
S6	Good understanding of hydrological and hydraulic principles of drainage engineering and sustainable drainage systems	CV/SS, I
S7	Good knowledge of drainage and flooding and legal matters relating to the delivery of projects by third parties, particularly those delivered by Section 104, Section 38 and Section 278 agreements	CV/SS, I
S8	Good understanding of the role and responsibilities of local government, particularly the highway authority	CV/SS, I
S9	Must have an aptitude for the use of various computer systems and software, including GIS analysis, technical and professional programmes linked to utilities and other organisations	CV/SS, I

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S10	Ability to analyse and interpret technical specifications and issues	CV/SS, I
S11	Experience of managing contractors and consultants in the delivery of highway drainage improvements and flood mitigation projects	CV/SS, I
Personal attributes and circumstances		
P1	You must adhere to the “Knowsley Better Together” staff qualities; Integrity, Accountability, Communication and Respect	I
P2	A demonstrable willingness to share information and work with other people/teams	I
P4	Displays genuine interest in customers and presents positive image of self and Council	i
P5	a strong desire to treat people with care and dignity, observing the rights of other people, and helping and supporting others where you can	i
P6	Displays willingness to take personal responsibility for your actions and decisions, and to understand the consequences of your behaviour	I
P7	Shows an ability to be open and honest, to maintain high standards of personal behaviour and display strong moral principles	I
P8	Partnership working – a willingness to work with others outside our traditional team and professional boundaries towards shared goals. The ability to build and maintain networks of contacts with people in order to work co-operatively. It implies adopting creative and innovative approaches and supporting others’ initiatives as well as influencing others to support the Council’s agenda	I
P9	Willingness to work outside of normal office hours	I
P10	Required to have current full driving licence and access to personal vehicle	C, CV/SS, I
Communication		

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C1	A demonstrable willingness to share information and work with other people, including the ability to listen, communicate with and understand others, taking account of other people's points of view.	CV/SS, I
C2	Good inter-personal skills with an emphasis on customer care	CV/SS, I
C3	Ability to communicate effectively with all parties including developers, contractors, Councillors, members of the public and other bodies on drainage and flooding issues	CV/SS, I
Qualifications		
Q1	BTEC Higher National Certificate in Engineering or Drainage Design, or a degree in Civil Engineering, Hydrology or a related subject	CV/SS, C

CV/SS = Curriculum Vitae/Supporting Statement **A** = Application Form **C** = Certificate **E** = Exercise **I** = Interview
P = Presentation **AC** = Assessment Centre **T** = Test

Where the post involves working with children, in addition to a candidate's ability to perform the duties of the post, the interview will also explore issues relating to safeguarding and promoting the welfare of children, including:

- **Motivation to work with children and young people.**
- **Ability to form and maintain appropriate relationships and personal boundaries with children and young people.**
- **Emotional resilience in working with challenging behaviours.**
- **Attitudes to use of authority and maintaining discipline**

We have a positive attitude to the employment of disabled people and guarantee an interview to those who meet **all** the necessary criteria of the person specification.

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