

Role Profile

Part A - Grade & Structure Information

Job Family Code	10RT	Role Title	Engineering Manager - Basingstoke Canal
Grade	PS10	Reports to (role title)	Countryside Group Manager
		Directorate	Resources
JE Band	371-438	Service	Land & Property
		Team	Countryside
		Date Role Profile was created	Apr-26

Part B - Job Family Description

The below profile describes the general nature of work performed at this level as set out in the job family. It is not intended to be a detailed list of all duties and responsibilities which may be required. The role will be further defined by annual objectives, which will be developed with the role holder. The Council reserves the right to review and amend the job families on a regular basis.

Role Purpose	The Engineering Manager for the Basingstoke Canal will be a crucial part of the safe and secure management of the Basingstoke Canal. Responsible for the delivery of all capital programmes and structural works on the Basingstoke Canal on behalf of and jointly funded by the land owners Hampshire County Council (HCC) and Surrey County Council (SCC), the post will work alongside the Manager of the Basingstoke Canal Authority (BCA) to ensure the safe passage of all users of the Canal.
Work Context	<p>The Engineering Manager will work in an agile way, based at the Canal Centre in Mytchett and travel to site locations along the canal or work bases as required. They will report to the Group Manager for Countryside at SCC and also be accountable to HCC's Head of Countryside Service through the BCMT.</p> <p>The post holder will work closely with the Manager and Officers of the Basingstoke Canal Authority (BCA, a local authority partnership) and HCC colleagues to ensure the safe running of the Canal at all times.</p> <p>The post holder will be good at building collaborative and productive working relationships with the BCA, the Basingstoke Canal Society (BCS) members and volunteers to ensure all planned inspections are carried out.</p>
Line management responsibility	The Engineering Manager will directly line manage an Engineer employed by SCC and matrix manage a Project Officer employed by the BCA to support the Capital Programmes.
Budget responsibility	The Engineering Manager will deliver value for money ensuring the most cost effective methods of working whilst managing a combined budget of between £500,000 and £2m a year.

<p>Representative Accountabilities Typical accountabilities in roles at this level in this job family</p>	<p>Planning & Organising</p> <ul style="list-style-type: none"> • Implement countywide strategies and support the development of long term planning. • Lead projects and reviews within a technical area of work to support and enhance service delivery. • Plan workloads and secure resources to enable the team/s to achieve a quality service. <p>Policy & Compliance</p> <ul style="list-style-type: none"> • Provide technical advice and recommendations within defined policy and procedures to ensure compliance with relevant legislation, policies and industry standards. • Maintain, develop and review systems, processes, procedures and working methods to maximise service delivery, quality, efficiency and compliance. <p>People and partnerships</p> <ul style="list-style-type: none"> • May manage a team operating in a specialist area or oversee the delivery of a range of support services to a service or function. • Liaise, communicate and build relationships with other internal departments, customers, partner organisations, agencies and/or contractors to support and represent the team/service. • Monitor and support the performance management and development of team members to ensure that individual contributions are maximised. <p>Resources</p> <ul style="list-style-type: none"> • Assist with budget/resource/ funding management in accordance with the council policies and procedures. • May have delegated responsibility for a budget(s). <p>Analysis, Reporting & Documentation</p> <ul style="list-style-type: none"> • Assess or conduct analysis, presenting results and putting forward recommendations on managing more complex situations to support decision making. • Analyse and make recommendations for improvement or development of existing systems, processes or policy. <p>Duties for all</p> <p>Values: To uphold the values and behaviours of the organisation.</p> <p>Equality & Diversity: To work inclusively, with a diverse range of stakeholders and promote equality of opportunity.</p> <p>Health, Safety & Welfare: To maintain high standards of Health, Safety and Welfare at work and take reasonable care for the health and safety of themselves and others.</p>
<p>Education, Knowledge, Skills & Abilities, Experience and Personal Characteristics</p>	<ul style="list-style-type: none"> • Degree/ HNC or equivalent, or substantial relevant experience in a relevant subject. • May require a specialist technical qualification or membership of an appropriate professional institution. • Significant practical or professional experience and understanding of a specialist area or supporting service teams and/or providing support to the public. • Comprehensive understanding of subject matter, legislation, principles and practices relevant to the technical area. • May require previous management experience including staff supervision, development and organisational skills. • Proven ability to apply project management principles and techniques to manage a range of projects through to completion. • Proven ability to establish and maintain highly effective working relationships with a range of stakeholders. • Comprehensive knowledge of computerised business systems. • Proven written and oral communication with the ability to influence and work in collaboration with others. • Ability to understand, meet and exceed customer expectations. • Proven problem solving skills, and the ability to exercise high levels of initiative to devise and implement workable solutions.

<p>Details of the specific qualifications and/or experience if required for the role in line with the above description</p>	<p>Degree or diploma in a engineering / built environment subject together with relevant experience in the construction, engineering, waterway or heritage building sector</p> <p>Knowledge of environmental law and regulation - including protected sites, drainage and waste</p> <p>Specific knowledge and understanding of inland waterways practice, maritime law and H&S regulations</p> <p>Membership of professional body or working towards membership of a suitable professional body</p> <p>Will require experience of managing staff or volunteers</p> <p>Will require project and procurement experience, with evidence of value engineering in practice</p> <p>Will require budgetary and financial experience</p> <p>Will be supported to undertake CPD activities</p> <p>Will be required to drive or otherwise visit remote sites, attend occasional evening and weekend events, respond to emergency situations out of hours in a supervisory role</p> <p>The role is not politically restricted, but will be able to demonstrate sensitivity to political issues</p>
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<p>Role Summary</p>	<p>Roles at this level typically lead and manage the work of a specialist team and/or they may hold a technically specialist professional role providing complex advice or managing specialist projects. They will use technical knowledge to audit or analyse situations and data to aid them in ensuring regulatory or technical compliance of others. They will work closely with a range of agencies and stakeholders to ensure delivery of agreed industry and service standards in a cost effective way. Forward planning could be for months ahead and the role will contribute to longer-term development.</p>
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<p>Reference Number</p>	<p>BM-2026-167</p>
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