

## Person Specification

### Graduate Engineer

|                          | Essential   | Desirable  |
|--------------------------|---|--|
| Person                   | <ul style="list-style-type: none"> <li>• Confident, highly motivated, organised and accountable with a collaborative approach.</li> <li>• Dependable, open and reliable, builds trust.</li> <li>• Positive, proactive and innovative approach to tackling and solving problems.</li> <li>• Ability to remain calm and think logically when working under pressure.</li> <li>• Team-player with good interpersonal skills.</li> <li>• A genuine interest in water level management and commitment and loyalty to the organisation and its aims.</li> <li>• Enthusiastic, flexible and energetic approach.</li> <li>• Professional approach with the ability to engage effectively with contractors, customers and partners.</li> </ul> | <ul style="list-style-type: none"> <li>• Lateral thinker.</li> <li>• Challenge mindset.</li> </ul>   |
| Qualifications           | <ul style="list-style-type: none"> <li>• Approved technical qualification in civil engineering or similar discipline.</li> </ul>  | <ul style="list-style-type: none"> <li>• Relevant health and safety qualification.</li> <li>• Working towards membership of a relevant professional institution.</li> </ul>  |
| Experience and Knowledge | <ul style="list-style-type: none"> <li>• Experience in concept and detailed design of multidisciplinary water related engineering refurbishment projects.</li> <li>• Diverse engineering design and drawing experience.</li> <li>• Knowledge/experience with large-scale mechanical and electrical pumping installations.</li> <li>• Experience in the preparation of tender documents and the process through to award of contract.</li> <li>• Risk aware.</li> <li>• Ability to prioritise effectively while under pressure to deliver multiple projects on time and within</li> </ul>  | <ul style="list-style-type: none"> <li>• Knowledge of the land drainage industry.</li> <li>• Awareness of environmental constraints.</li> <li>• Experience in projects where water management is important.</li> <li>• Knowledge of the local areas.</li> <li>• Awareness of hydraulic modelling.</li> <li>• Appreciate a value-based approach.</li> <li>• Awareness of NEC4 suite of contracts and ideally experience.</li> <li>• Maintenance/preparation of record drawings.</li> <li>• Appreciation of automatic weedrakes.</li> <li>• Emergency response.</li> </ul> |

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|-------------------------|--|--|
|                         | <p>budget.</p> <ul style="list-style-type: none"> <li>• Positive approach to health and safety and a good understanding of legislation.</li> <li>• Awareness of CDM Regulations.</li> <li>• Anticipate problems and provide workable solutions.</li> </ul>   |  |
| Computer Skills         | <p>Clear understanding and proficient in the use of:</p> <ul style="list-style-type: none"> <li>• MS Office based applications.</li> <li>• Databases.</li> <li>• GIS systems.</li> <li>• Asset management systems.</li> <li>• CAD (AutoCAD or similar) drafting.</li> </ul>  | <ul style="list-style-type: none"> <li>• 3D scanning and output drawing production.</li> <li>• Drone technology.</li> <li>• MS project.</li> <li>• Technical design software.</li> </ul> |
| Literacy and Numeracy   | <ul style="list-style-type: none"> <li>• Excellent verbal and written communication skills.</li> <li>• Analytical acumen.</li> <li>• Factual and concise report writing.</li> </ul>  | <ul style="list-style-type: none"> <li>• Use of accounting software.</li> <li>• Experience of budget setting, monitoring and forecasting.</li> </ul>                                     |
| Business Skills         | <ul style="list-style-type: none"> <li>• Sound organisational ability.</li> <li>• Able to prioritise.</li> <li>• Good communication and listening skills.</li> <li>• Professional manner.</li> <li>• Customer relationship skills.</li> </ul>  |  |
| Additional Requirements | <ul style="list-style-type: none"> <li>• Full driving licence.</li> <li>• Right to work in the UK.</li> <li>• Able to work extended hours when necessary and to provide cover during flood event.</li> <li>• Willingness to travel to different sites, sometimes during inclement weather and over rough terrain.</li> </ul> |  |