



# Role Profile

<b>SENIOR MANAGER (ROADS AND TRANSPORTATION SERVICES)</b>			
Reference No.		Type	Individual
Service	Assets, Transportation and Environment		
Job Family		Grade	CO32

<b>Purpose</b>
<p>Providing the necessary leadership and vision to Roads and Transportation Services and act as statutory authority for roads, transportation, flooding, coastal and harbours functions.</p> <p>Leading service provision and, as a member of the Council's Leadership Team, contribute to the wider Council plans on recovery and reform.</p>

<b>Task or Responsibility</b> - For this role, there is an expectation that all, or a combination, of the following will be undertaken:	<b>Person Specification: Skills, Knowledge, Qualifications or Experience</b> - Criteria can apply to more than one task or responsibility	<b>E</b>	<b>D</b>
Determining, shaping and leading Roads and Transportation Services that meets Fife Council's ambitions and proactively challenges in a changing environment.	<p>Educated to SCQF level 10 in a relevant discipline e.g. civil engineering</p> <p>Membership of a professional body e.g. Chartered members of the Institution of Civil Engineers</p>	<p>✓</p> <p>✓</p>	

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Delivering, co-ordinating and managing of a range of complex frontline technical services all having a significant community impact including roads, passenger transport, road safety & traffic management, car parks, bus stations, sustainable transport.	Evidence of identifying creative and practical solutions to complex problems	✓	
Leading and managing Service Managers to ensure effective delivery of the following functions: <ul style="list-style-type: none"> <li>• Asset Management and Commercial</li> <li>• Roads Design and Build</li> <li>• Roads and Lighting Contracts</li> <li>• Roads Maintenance</li> <li>• Roads Network Management</li> <li>• Structural Services</li> <li>• Sustainable Transport and Parking</li> <li>• Passenger Transport</li> </ul>	Substantial senior management experience in the roads maintenance and construction industry or similar environment within a large, complex organisation  Experience of contributing to corporate goals, championing change and innovation while effectively balancing the complexity of service delivery and meeting customer needs  Evidenced responsibility for a broad portfolio, managing risk, identifying actions and influencing adoption of solutions	✓   ✓  ✓	
Developing, prioritising and managing works programmes that include all capital and revenue funded works to roads, bridges, street lighting, footpaths, cycleways, traffic management, road safety, flooding, coastal defences and harbours.	Experience of translating corporate and operational strategies into effective service delivery and best practice	✓	
Providing optimum passenger and public transport services including school transport, subsidised buses and accessible transport solutions, and to ensure the supporting infrastructure is to the highest standard, e.g. bus stations, and transport interchanges.	Evidence of working in a political context  Knowledge, appreciation and understanding of the dimensions of the post both in the public and political arena	✓  ✓	
Developing and implementing appropriate policies, strategies and initiatives within Roads and Transportation Services in line with the	Experience of providing consistent, high quality, trusted advice to senior managers	✓	

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objectives established in the Plan For Fife, the Council's corporate priorities / key drivers and national policies and priorities.	Negotiation and Influencing skills	✓	
Supporting the provision of a 365 24/7 service for winter gritting, flooding, and other emergency events such as wind damage, subsidence, wall collapse etc.	Written and verbal communication skills  Evidence of challenging practice or performance	✓	✓
Supporting the Head of Service to create an operating strategy for the Directorate from the vision and targets in the Council's Plan For Fife, taking a proactive role in securing collaboration with community partners and local stakeholders. Scanning emerging approaches to ensure the strategy continues to be effective and fit for purpose.	Evidence of striving for improvements and better outcomes while managing risk and business continuity  Experience of collaborative working, and developing and maintaining effective relationships	✓	✓
Providing strong and visible leadership, goals, strategy and direction for the Service, working in conjunction with the Head of Service.	Experience of making decisions under pressure	✓	
Maintaining effective budgetary, workforce and service planning and performance management arrangements. Taking responsibility for managing the budgets allocated to the Service, ensuring there is appropriate financial monitoring information, budgetary control, risk management and business continuity planning to enable the Service to comply with requirements. Actively model desired behaviours, ensuring efficient management of resources, capacity building, and harnessing technologies which demonstrate transparent Best Value in all activities of the Service.	Experience of financial management and managing a large budget  Evidence of managing resources and risk to meet Best Value and customer expectations within a constantly challenging environment  Evidence of improving communication and harnessing technology to achieve goals	✓  ✓	✓

E = Essential Criteria    D = Desirable Criteria

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Leading and managing a large and diverse team, developing employees within the Service by promoting an open, supportive and positive culture which supports team working, healthy challenge and innovation.	Evidence of personally displaying leadership behaviours and providing clear direction to support change with genuine delegation and staff empowerment  Experience of motivating, empowering and coaching others	✓  ✓	
Contributing to the effective management of the Enterprise and Environment Directorate as a member of the Directorate Leadership Team recognising that this role incorporates ownership, commitment and leadership responsibilities.	Experience of representing an organisation at senior level, both internally and externally	✓	
Innovating and leading change. Ensuring effective co-ordination and communication, optimising available resources and technologies to deliver efficient and effective services.	Evidence of leading and managing change	✓	
Advising on the implications of legislation and government policy relevant to the performance of Service functions.	Knowledge and understanding of the national agenda influencing local government in Scotland	✓	
Leading on specific professional or managerial tasks or any cross Directorate remits identified by the Head of Service/Executive Director.	Networking skills	✓	
Representing the interests and views of the Council and promote good external relations through active involvement with other local authorities, government departments, other public agencies and other relevant national and regional groups e.g. SEStran, Tactran, SCOTS and ATCO.	Partnership working  Presentation skills	✓  ✓	
Creating an operating strategy for the integrated Service from the vision, ambitions and challenges in the Council's Plan For Fife, scanning the political and legislative horizon to ensure the strategy continues to be effective and fit for purpose.	Experience of creating a positive performance culture	✓	
Ensuring Council policies and decisions are implemented.	Ability to provide a regular and effective service	✓	

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	Must be prepared to work flexibly and outwith office hours when necessary	✓	
Undertaking all other duties as required for the role. Duties will be in line with the grade.			

<b>Type of Protection of Vulnerable Groups Scheme (PVG Scheme) or Disclosure Check required</b>	
<b>Before confirming appointment:</b> You may be required to obtain PVG scheme membership or a Disclosure check. Please refer to the job advert for clarification of the specific requirement.	
<b>Additional Information – the following information is available:</b>	<b>Expected Behaviours</b>
<ul style="list-style-type: none"> <li>• Skills Framework (if applicable)</li> <li>• <b>How</b> we work matters</li> </ul>	<p>Every council employee is expected to lead the way by making decisions and behaving in ways that uphold our community commitments and values.</p> <p>Please refer to How We Work Matters Guidance to learn more.</p>