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| **Job Title** | **Range** | **Entry** | **Development Route** | **Duties** | **Level A**  | **Level B** | **Level C** |
| **Technician / Technical Officer** | Range 3£24,525 - £29,268 | * 4 GCSEs Grade 4 or above (including Maths and English)
* Proficient literacy, numeracy and ICT skills.
* Career change with transferable skills / relevant experience
 | Specialist training relevant to engineering discipline, AutoCAD, Highway Construction etc | * General administration duties, general enquiries, I.T. familiarisation and production of AutoCAD plans
* Assist in the delivery of specialist area workstreams:
* Enquiries
* Preparing plans / information
* Processing invoices / raising orders
* Streetworks Permitting
* Managing own workload and small projects
* Positive contributions to the team
 | Salary: £24,525 | Salary: £26,897 | Salary: £29,268 |
| Required for this level (in addition to previous levels, if applicable)**Knowledge, Skills and Experience requirements at this level:*** Enrolment on the two-year training programme to give the necessary skills and qualifications to develop a good understanding of specialist service area

 * Enrolment onto specialism related skills-based course e.g. suitable AutoCAD course, Introductions to Traffic Signal design, Highway Construction, Introductions to road safety audit
 | In addition to level 3A**Knowledge, Skills and Experience requirements at this level:*** Successful completion of two year training programme
* Successful completion of relevant skills-based course(s) as identified for role
 | In addition to levels 3A and 3B**Knowledge, Skills and Experience requirements at this level:*** Experienced in relevant discipline for minimum 5 years
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| **Transferable skills** This will be finalised once all frameworks across the Council are in place. A skills matrix will then be devised to allow staff to identify where transferrable skills could be helpful to job mobility and provide a starting point for understanding their own strengths. It could look something like the below:* Following Instructions and Procedures
* Adhering to Principles and Values
* Working with People
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| **Job Title** | **Range** | **Entry** | **Development Route** | **Duties** | **Level A**  | **Level B** | **Level C** |
| **Senior Technical Officer** | Range 5£35,935 - £41,614 | * NVQ4 or equivalent
* Proficient literacy, numeracy and ICT skills.
* Career change with transferable skills / relevant experience
* Advanced theoretical, practical and procedural knowledge
 | Specialist training relevant to engineering discipline, AutoCAD, Highway Construction etc | * Lead Officer for office administration within team.
* Line manage Technician / Technical Officer
* General administration duties, general enquiries, I.T. familiarisation and production of AutoCAD plans
* Assist in the delivery of specialist area workstreams:
* Enquiries
* Preparing plans / information
* Processing invoices / raising orders
* Streetworks Permitting
* Managing own workload and small projects
* Positive contributions to the team
* Budget management
 | Salary: £35,935 | Salary: £38,778 | Salary: £41,614 |
| Required for this level (in addition to previous levels, if applicable)**Knowledge, Skills and Experience requirements at this level:*** Enrolment on the two-year training programme to give the necessary skills and qualifications to develop a good understanding of specialist service area

 * Enrolment onto specialism related skills-based course e.g. suitable AutoCAD course, Introductions to Traffic Signal design, Highway Construction, Introductions to road safety audit
 | In addition to level 5A**Knowledge, Skills and Experience requirements at this level:*** Successful completion of two year training programme
* Successful completion of relevant skills-based course(s) as identified for role
* Demonstrable ability to analyse and interpret varied and complex information or situations, develops solutions and/or strategies that take more than a year to formulate.
* Demonstrable experience providing general information, advice and guidance on established internal procedures in relation to human resources.
 | In addition to levels 5A and 5B**Knowledge, Skills and Experience requirements at this level:*** Experienced in relevant discipline for minimum 5 years
* Demonstrable developed communication skills with the ability to present complex and/or sensitive information in an understandable way, using a variety of methods across a range of audiences.
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| **Transferable skills** This will be finalised once all frameworks across the Council are in place. A skills matrix will then be devised to allow staff to identify where transferrable skills could be helpful to job mobility and provide a starting point for understanding their own strengths. It could look something like the below:* Following Instructions and Procedures
* Adhering to Principles and Values
* Working with People
* Networking
* Project Management
* Budget Management
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| **Job Title** | **Range** | **Entry** | **Development Route** | **Duties** | **Level 2 Intermediate Apprenticeship**  | **Level 3 Advanced Apprenticeship**  | **Level 4 Higher Apprenticeship**  |
| **Engineering Apprentice** | Apprentice Grade | * 4 GCSEs Grade 4 or above (including Maths and English)
 | Internal Apprenticeship Programme  | Support the work of the specialist service as an Apprentice | First year Salary: £195.36 per week | First year Salary: £200 per week | First year Salary: £200 per week |
| Apprenticeships are a mixture of ‘on’ and ‘off’ the job learning. Apprentices will earn whilst they learn and gain practical and transferable skills throughout their apprenticeship. You will work within an apprenticeship framework detailing the qualifications needed to be completed, the key skills targets and any other requirements of the apprenticeship. Each framework will also include information on job roles, entry routes, length of the apprenticeships and career paths available upon completion. |
| **Job Title** | **Range** | **Entry** | **Development Route** | **Duties** | **Level A**  | **Level B** | **Level C** |
| **Assistant Engineers** | Range 4£29,793 - £35,410 | * 4 GCSEs Grade 4 or above (including Maths and English)
* A Levels or equivalent in relevant subjects
* Basic Relevant Engineering Qualification or similar
* Career change with transferable skills / relevant experience
 | NVQ4 / HNCAutoCAD QualificationSpecialist training relevant to engineering discipline | * General administration duties, general enquiries, I.T. familiarisation and production of AutoCAD plans
* Assist in the delivery of specialist area workstreams:
* Enquiries
* Preparing plans / information
* Project manage small scale scheme / minor works
* Managing own workload and small projects
* Positive contributions to the team
 | Salary: £29,793 | Salary: £32,602 | Salary: £35,410 |
| Required for this level (in addition to previous levels, if applicable)**Knowledge, Skills and Experience requirements at this level:*** Enrolment on the two-year training programme to give the necessary skills and qualifications to develop a good understanding of specialist service area

 * Enrolment onto specialism related skills-based course e.g. suitable AutoCAD course, Introductions to Traffic Signal design, Highway Construction, Introductions to road safety audit
 | In addition to level 4A**Knowledge, Skills and Experience requirements at this level:*** Successful completion of two year training programme
* Working towards NVQ4 or HNC in relevant Engineering discipline
* Successful completion of relevant skills-based course(s) as identified for role
 | In addition to levels 4A and 4B**Knowledge, Skills and Experience requirements at this level:*** Experienced in relevant discipline for minimum 5 years
* Qualified HNC or similar in relevant Engineering discipline
 |
| **Transferable skills** This will be finalised once all frameworks across the Council are in place. A skills matrix will then be devised to allow staff to identify where transferrable skills could be helpful to job mobility and provide a starting point for understanding their own strengths. It could look something like the below:* Following Instructions and Procedures
* Adhering to Principles and Values
* Working with People
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| **Job Title** | **Range** | **Entry** | **Development Route** | **Duties** | **Level A**  | **Level B** | **Level C** |
| **Engineer** | Range 5£35,935 - £41,614 | * HNC or equivalent
* Minimum 5 years’ experience in relevant Engineering discipline / specialism
* Relevant Project Management qualification or Skills
 | Experience in specialist areaProject ManagementAccreditation  Suitablemanagement qualification  | * Undertake service area discipline functions, including: site investigation, data analysis, specifying works and developing projects
* Prepare technical and project reports
* Project manage highway improvements projects on behalf of the overseeing organisation
* Apply expertise to the design, development, and oversight / project management of highway projects / works
* Engagement with stakeholders at all levels
* Use of IT packages including GIS / AutoCAD
* Supervision of Assistant Engineer / junior posts
* Positive contributions to the team
* Financial accountability for projects up to £10,000
 | Salary: £35,935 | Salary: £38,778 | Salary: £41,614 |
| Required for this level (in addition to previous levels)**Knowledge, Skills and Experience requirements at this level:*** HNC or equivalent
* Relevant demonstrable experience (min 5 years)
* Relevant project management skills/experience
* AutoCAD or specialist software qualification or competency
* Managing individual projects / workstreams
* Supervising works of Assistant Engineers
* Competent user of IT packages, Office etc.
 | In addition to level 5A**Knowledge, Skills and Experience requirements at this level:*** Applying knowledge of standards and regulations to scenarios
* Independently overseeing relevant workstreams and providing advice of any areas of concern
* Relevant project management qualification/accreditation
* Demonstration of formal training/CPD in relevant discipline
* Training and mentoring of more junior staff
* Budget / Finance?
 | In addition to levels 5A and 5B**Knowledge, Skills and Experience requirements at this level:*** Experienced in relevant discipline for minimum 10 years
* Demonstrate ability to obverse, assess and take authoritative action in response of specialist service area
* Successful completion of Range appropriate Leadership and Management Qualification (Example ILM3)
* Demonstrating ability to deputise for next level of line management
 |
| **Transferable skills** This will be finalised once all frameworks across the Council are in place. A skills matrix will then be devised to allow staff to identify where transferrable skills could be helpful to job mobility and provide a starting point for understanding their own strengths. It could look something like the below:* Networking
* Learning and Researching
* Project Management
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| **Job Title** | **Range** | **Entry** | **Development Route** | **Duties** | **Level A**  | **Level B** | **Level C** |
| **Senior Engineer** | Range 6£42,139 - £47,691 | * HNC/HND, Degree or equivalenting relevant experience
* Demonstrable skills in specialist area
* 10 years’ relevant experience, including suitable experience in service area specialism
 | Experience in specialist areaProject ManagementAccreditation  Suitablemanagement qualification  | * Lead day to day service area discipline without supervision
* Project manage complex projects/ highway engineering projects
* Overseeing service area workstreams
* Managing service area/discipline team of engineers and technicians providing supervision and leadership
* Positively supports Medway Councils vision
* Project financial accountability up to £250,000
 | Salary: £42,139 | Salary: £44,915 | Salary: £47,691 |
| Required for this level (in addition to previous levels)**Knowledge, Skills and Experience requirements at this level:*** Degree or equivalent or demonstrable experience in relevant discipline
* Managing large Engineering workstreams/projects
* Managing and supporting small team of Engineers
* Suitable experience in specific discipline
* Ability to use AutoCAD to a good standard
* An understanding of industry design standards and documentation
 | In addition to level 6A**Knowledge, Skills and Experience requirements at this level:*** Demonstrable experience, including 3 years at level 6A.
* Working towards project management qualification
* Working towards range appropriate Leadership and Management qualification (for example ILM3)
* Observe, assess, and take authoritative action in respect of service area discipline.
* Good understanding of industry appropriate forms of Contract
 | In addition to levels 6A and 6B**Knowledge, Skills and Experience requirements at this level:*** Experience in relevant Engineering discipline for minimum 15 years
* Successful completion of Range appropriate Leadership and Management Qualification (for example ILM3)
* Success completion of Project management qualification
* Full autonomy, able to manage team and large scale Engineering projects without referring to line manager
* Demonstrating ability to deputise for next level of line management
* NEC Project Managers Qualification
 |
| **Transferable skills** This will be finalised once all frameworks across the Council are in place. A skills matrix will then be devised to allow staff to identify where transferrable skills could be helpful to job mobility and provide a starting point for understanding their own strengths. It could look something like the below:* Developing Results and setting customer expectations
* Writing and Reporting
* Planning and organising
 |
| **Job Title** | **Range** | **Entry** | **Development Route** | **Duties** | **Level A**  | **Level B** | **Level C** |
| **Principal Engineer** | Range 7£48,216 - £52,959 | * HNC/HND
* Degree level or equivalent in relevant discipline
* Minimum 15 years relevant experience
* Senior Position experience overseeing staff and budget/financial accountability
* Demonstrable Project Management experience and or qualification
* Suitable management experience and/or

Qualification | Suitable Project ManagementAccreditation  Range suitableManagement Qualification  | * Lead multiple teams of varying engineering disciplines providing corporate oversight
* Manage multiple programmes of work, and workstreams of varying complexity and value across several engineering disciplines
* Develop policy based on best practice
* Positively supports Medway Councils visions and drives this within the team
* Suitable budget management experience
* Project financial accountability up to £500,000
 | Salary: £48,216 | Salary: £50,588 | Salary: £52,959 |
| Required for this level (in addition to previous levels)**Knowledge, Skills and Experience requirements at this level:*** Minimum 15 years’ experience in relevant Engineering discipline
* Demonstrable experience and qualification in Leadership and Management
* Manging and supporting several teams of Engineers
* Complaint and Dispute resolution
* Suitable project management qualification
 | In addition to level 7A**Knowledge, Skills and Experience requirements at this level:*** Range suitable Leadership and Management qualification(for example ILM5)
* Demonstrate the application of specialist knowledge and leadership across multiple service area disciplines
 | In addition to levels 7A and 7B**Knowledge, Skills and Experience requirements at this level:*** Experience in relevant Engineering discipline (20 years)
* Demonstrate the application of specialist knowledge to the resolution of complex issues within the specialist area
* Demonstrating ability to deputise for next level of line management
 |
| **Transferable skills** This will be finalised once all frameworks across the Council are in place. A skills matrix will then be devised to allow staff to identify where transferrable skills could be helpful to job mobility and provide a starting point for understanding their own strengths. It could look something like the below:* Leading and Supervising
* Persuading and Influencing
* Planning and Organising
* Entrepreneurial and Commercial Thinking
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