

LEAD HIGHWAY INSPECTOR

EVIDENCE FOR PROGRESSION TO LEVEL 5A	EVIDENCE FOR PROGRESSION TO LEVEL 5B	EVIDENCE FOR PROGRESSION TO LEVEL 5C
<u>Qualifications:</u> • Certification evidence presented at interview stage • Full UK Driving Licence	<u>Qualifications:</u> • 5 years' minimum experience in a Leadership role, supervising staff • Degree or equivalent in relevant discipline, e.g. BSc in Civil Engineering or HNC • Enrolment onto a leadership and management course, e.g. ILM5 Diploma • Evidence presented in writing or verbally at 1:1 with line manager, detailing experience in this area	<u>Qualifications:</u> • Certification evidence of having completed and awarded leadership and management qualification, e.g. ILM5 Diploma • Project Management qualification, e.g. PRINCE2 • Evidence presented in writing or verbally at 1:1 with line manager, detailing experience in this area
<u>Knowledge:</u> • Demonstrate at interview stage via questions and answers	<u>Knowledge:</u> • Ability to detail, describe and demonstrate involvement in the financial processes and systems applicable to the remit of the role, including budget monitoring and forecasting, performance monitoring and evaluation. • At least 2 examples of written feedback/evaluation documents demonstrating knowledge of adhering to statutory responsibility and any associated enforcement • Evidence to be submitted at 1:1 discussion/appended to Career Progression form as appropriate	<u>Knowledge:</u> • Demonstrable knowledge of advanced theoretical, practical and procedural knowledge across a specialist area • Ability to detail the roles and responsibilities of the service in relation to highway inspections, including statutory and non-statutory services and at least 2 examples of support required by each of these functions • At least one written example of contributions to Asset Management Principles, including financial monitoring and management processes which contribute to lifecycle planning • Evidence discussed at 1:1 with line manager and appended to Career Progression form as appropriate
<u>Experience:</u> • Evidenced on job application and at interview via scenario-based questions and/or presentation • Use of references to evidence previous work experience	<u>Experience:</u> • At least 2 written examples of co-ordinating and compiling data from others into template documents for business continuity plans, risk assessments, highway schemes • A minimum of one example of using finance systems and processes to support highway works/projects and service activities • Demonstrable experience in the Service, including consistent	<u>Experience:</u> • At least 3 written examples of providing support for highway maintenance across the service, including how this supports the Highway Asset Management Strategy and including details of contributions towards project planning, procurement, delivery, budget management and governance • Written evidence of well-developed data interpretation, analytical analysis applicable to the remit of the role

	performance at Level 6A for a minimum of 18 months • Evidence to be submitted at 1:1 discussion and appended to Career Progression form	• Demonstrable experience in the service including consistent performance at Level 6B for a minimum of 18 months • Evidence to be submitted at 1:1 discussion and appended to Career Progression form as appropriate
<u>Skills:</u> • Evidence at job application and/or competency test at interview	<u>Skills:</u> • A minimum of 2 examples from each skill criteria, evidenced and presented in writing or verbally at 1:1 with line manager • Evidence to be submitted at 1:1 discussion and appended to Career Progression form	<u>Skills:</u> • At least 2 examples of where advice/input involving team issues has been provided, i.e. in relation to health and safety, human resources, delivery plans and the impact on other Council services • An example where the allocation of resources, roles and responsibilities have been implemented to improve the efficiency and effectiveness of service delivery • At least one example of promoting and supporting creative and innovative thinking across the team and the delivery of continual improvement • At least one example where you have deputised for next level of line management • Evidence to be submitted at 1:1 discussion and appended to Career Progression form as appropriate