



Role Profile

Role Title	Principal Design Engineer	if you would like this information in another format please contact: Cormac Head Office Western Group Centre Radnor Road Scorrier TR16 5EH recruitment@cormacltd.co.uk
Business Division	Consultancy	
Grade	CECS9	
Report to (role title)	Design Delivery Manager	
Version	1	
Date Job Evaluated	April 2015	
Job Code	TEST014	

Financial	Direct financial accountability: £250,000+ Managing a budget Indirect financial accountability: £
People Management	Number of direct reports: 6 Number of indirect reports: 10 indirectly carrying out design however post holder will have an indirect responsibility for the training and mentoring of all Structures group staff carrying out design.
Working Conditions	<input type="checkbox"/> No unusual hazards (less than 20% of the time) <input type="checkbox"/> Minimum precautions required (more than 20% of the time) <input checked="" type="checkbox"/> Some precautions required (more than 50% of the time) <input type="checkbox"/> Precautions required (more than 75% of the time)
Physical Activity	<input type="checkbox"/> Minimal <input type="checkbox"/> Light <input checked="" type="checkbox"/> Moderate <input type="checkbox"/> Heavy
Work Demands (tick all that apply)	<input checked="" type="checkbox"/> Work to deadlines <input checked="" type="checkbox"/> Frequently changing <input checked="" type="checkbox"/> Managing conflicting priorities <input type="checkbox"/> Not normally interrupted or subject to change
Work Context	<input type="checkbox"/> No/minimal risk to personal safety <input type="checkbox"/> Potential risk to personal safety <input checked="" type="checkbox"/> Moderate risk to personal safety <input type="checkbox"/> Substantial risk to personal safety

Role Purpose

To be the principal design engineer of highway structures, including the unusual and complex, and to disseminate that expert knowledge to the Group in formal training sessions to develop and maintain a high degree of structural design capability in CORMAC Solutions Ltd. The post holder will work closely with all Structures Group staff, Term Contractor and other contractors, framework and other consultants, Network Rail, Environment Agency, English Heritage, Cornwall Council planning officers, Public Utilities and the general public.

About the role

- To propose a selection of structural solutions to projects and discuss their respective benefits with the Project Manager.
- To undertake structural analysis in appropriate detail to quickly determine appropriate section sizes to enable others to provide cost estimates.
- To gain and maintain a knowledge of bridge maintenance issues to ensure that proposed designs can be accessed for future inspection and maintenance and do not create an inappropriate maintenance liability.
- To undertake further structural analysis and to produce the detailed design of the preferred solution/s by the most cost effective method.
- To be aware of and work within pre-determined fee limits and timescales; advising the Project Manager about any anticipated variance from the time and hours allocated for the tasks.

What you'll be doing

- To maintain a knowledge of the capability of structural analysis software in the market place to advise the Structures Group Manager and Technical Services Manager on the most appropriate tools to be procured and used in the Group.
- Undertake liaison with the software house/s to resolve errors and seek clarification on appropriate use of licensed analysis software.
- To be responsible for the dissemination of new and revised design/ assessment standards (including Eurocodes), as they relate to highway structures, to engineers in the Group, and CORMAC Consultancy as required.
- To share knowledge and experience with other designers in the Group on a one- to-one basis developing ability at all levels, as required.
- To identify, in liaison with colleagues, the need for specific Group training. To prepare presentation material and hand-outs. To present the training to groups of up to twelve people.
- To work in an efficient and economic manner. To constantly review adopted procedures to seek continuous improvement in all matters.
- To keep apprised of technical developments to determine the benefits of using those methods on Structures projects.
- To assist in the preparation of fee bids.
- To assist with recruitment and selection of staff and contract personnel.
- To comply with the CORMAC management system.

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- To be aware of and adhere to applicable rules, regulations, legislation and procedures e.g. CORMAC's (Equal Opportunities Policy/Code of Conduct), national legislation (Health and Safety, Data Protection).
- To maintain confidentiality of information acquired in the course of undertaking duties for the business.
- To be responsible for your own continuing self-development, undertaking training as appropriate.
- To undertake other duties appropriate to the grading of the post as required

Qualifications and Experience	Recruitment and Selection
Chartered civil or structural engineer (C.Eng)	Application Form
Extensive post C.Eng experience of being actively involved in bridge and retaining wall design and assessment	Application Form
Extensive design experience in reinforced and pre-stressed concrete construction to Eurocodes and DMRB	Application Form
Significant design experience in steel and steel-composite construction to Eurocodes and DMRB	Application Form
Demonstrable experience of site based construction working and use of the Specification for Highway Works.	Application Form Interview Certification
Track record of assessment of bridges to BD21	Interview
Experience of designing bored and driven piles	Interview
Experience of designing retaining walls of different structural forms including anchored walls and soil nailed slopes	Interview
Excellent written and oral communication skills	Application Form Interview
Good commercial awareness combined with an ability to communicate effectively with all relevant stakeholders and to deal appropriately with complainants	Interview
Track record of formulating and delivering training with an ability to be assertive and influence individuals and teams and to discuss contentious issues to successful conclusion.	Interview
Ability to work on own initiative and make decisions along with the ability to work under pressure and to tight deadlines.	Interview

<p>Following items are indicated as Desirable:-</p> <ul style="list-style-type: none"> • To have fulfilled role as Technical Approval Authority • Design of multi-storey buildings • Assessment of steel railway structures • Postgraduate structural engineering qualification • Design of cable supported structures • Design of concrete repair schemes • LUSAS • Knowledge of BA79, management of sub-standard structures • Design and repair methods of steel and timber footbridges • Preparation of fee bids 	
<p>Experience of providing support and advice to managers and staff, of preparing robust design solutions including setting out options and recommendations, supported by evidence and data.</p>	Application Form
<p>The normal duties of the role may involve travel on a regular or occasional basis. It is a condition of employment that the role holder can exercise satisfactory travel mobility in order to fulfil the obligations of the role. For those journeys where an alternative form of transport is unavailable or impracticable the role holder will be required to provide a suitable vehicle.</p>	Application Form

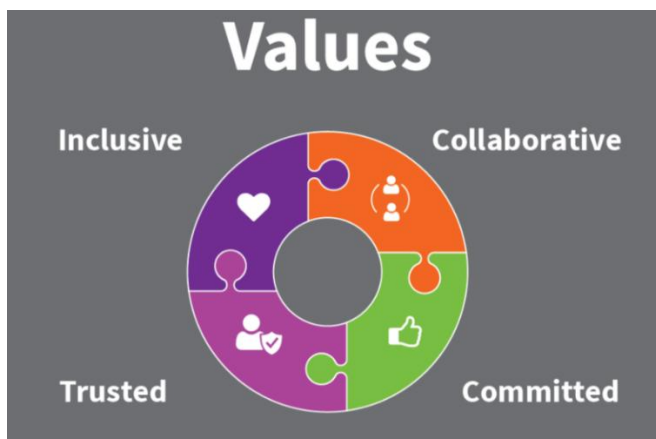
Other requirements	
Full Valid driving licence	YES
The duties of the role involve travel on a regular basis. It is a condition of employment that the role holder can exercise satisfactory travel mobility in order to fulfil the obligations of the role. For those journeys where an alternative form of transport is unavailable or impracticable the role holder will be required to provide a suitable vehicle.	YES
This role has been identified by the organisation as safety critical	YES
This role is politically restricted	NO
This post is subject to overtime (where approved/appropriate)	NO
This post is subject to the Company's Flexitime Scheme (manager discretion)	NO
This post is subject to a criminal records disclosure check	NO
Approving Manager	Simon Foster

Approving Business Divisional Head	Nick Carter
Approving Director	Andy James
Date	April 2015

Our values

Our values shape everything that we do across our Group. From construction to care services, from travel to transport and everything else in between.

Our values guide the way we work with our business partners, within our communities and with each other.



Collaborative	we work with and support each other to serve our communities.
Committed	we are unwaveringly dedicated to being the best at everything we do.
Trusted	we are open and honest and do what we say we'll do.
Inclusive	we are considerate and respectful of our people and the communities/environment we work in.