

Job Profile comprising Job Description and Person Specification

Job Description

Job Title: Graduate Electrical Engineer Fixed term with the potential of a permanent position.	Grade: SC6 – SO2
Section: Design Service	Directorate: HRD
Responsible to following manager: Principal Engineer	Responsible for following staff:
Post Number/s:	Last review date:

Working for the Richmond/Wandsworth Shared Staffing Arrangement

This role is employed under the Shared Staffing Arrangement between Richmond and Wandsworth Councils. The overall purpose of the Shared Staffing Arrangement is to provide the highest quality of service at the lowest attainable cost.

Staff are expected to deliver high quality and responsive services wherever they are based, as well as having the ability to adapt to sometimes differing processes and expectations.

The Shared Staffing Arrangement aims to be at the forefront of innovation in local government and the organisation will invest in the development of its staff and ensure the opportunities for progression that only a large organisation can provide.

Note

- This is a fixed term contract the duration and the salary will be confirmed subject to the professional discipline.
- This position will only be available subject to additional pre-employment checks with Further Education providers to ensure that an appropriate place is available/offered.
- This post will be subject to annual review after each academic year and could be terminated.

Job Purpose

- Working toward full Professional qualification
- Support in calculating and monitoring project costs and delivery timelines.
- Support in providing quality assurance for ongoing projects.

- Support in collaborating with clients and other professionals.
- Support in writing regular reports, giving presentations and meeting with clients and management.

Specific Duties and Responsibilities

1. Successfully undertake a training program in order to gain a relevant qualification.
2. Post holders will demonstrate the ability to work with increased responsibility and in a more independent manner.
3. Expected to attend meetings, including writing and presenting reports.
4. Ability to work both independently and as an effective team member able to undertake a variety of work using own initiative, managing workload and adapting to changing priorities and deadlines.
5. In the second year the post holder would be expected to lead on projects and oversee work where appropriate.

Linked Grade Progression:

Linked Grade progression is not automatic and is dependent on the level of responsibility, complexity of the role, skills, experience and the need of the Service.

To be considered for any progression you must be doing the following:

- Demonstrate a high level of client satisfaction, proactive, diligent, meeting deadlines and have a quick response time to queries.
- Meeting the relevant performance and income KPI's
- Demonstrate a high level of compliance with the service policies and procedures

Progression to SO1:

- Successful progression at University/College
- Taking ownership of fee earning work with minimal support from other officers.

Progression to SO2:

- Successful progression at University/College, entering the final stages of the qualification.
- Taking full ownership of fee earning work.

Generic Duties and Responsibilities

- To contribute to the continuous improvement of the services of the Boroughs of Wandsworth and Richmond.
- To comply with relevant Codes of Practice, including the Code of Conduct and policies concerning data protection and health and safety.

- To adhere to security controls and requirements as mandated by the SSA's policies, procedures and local risk assessments to maintain confidentiality, integrity, availability and legal compliance of information and systems
- To promote equality, diversity, and inclusion, maintaining an awareness of the equality and diversity protocol/policy and working to create and maintain a safe, supportive and welcoming environment where all people are treated with dignity and their identity and culture are valued and respected.
- To understand both Councils' duties and responsibilities for safeguarding children, young people and adults as they apply to the role within the council.
- The profile is not intended to be an exhaustive list of the duties the post holder will carry out. Other reasonable duties commensurate with the level of the post, including supporting emergency and priority situations, will form part of the role.

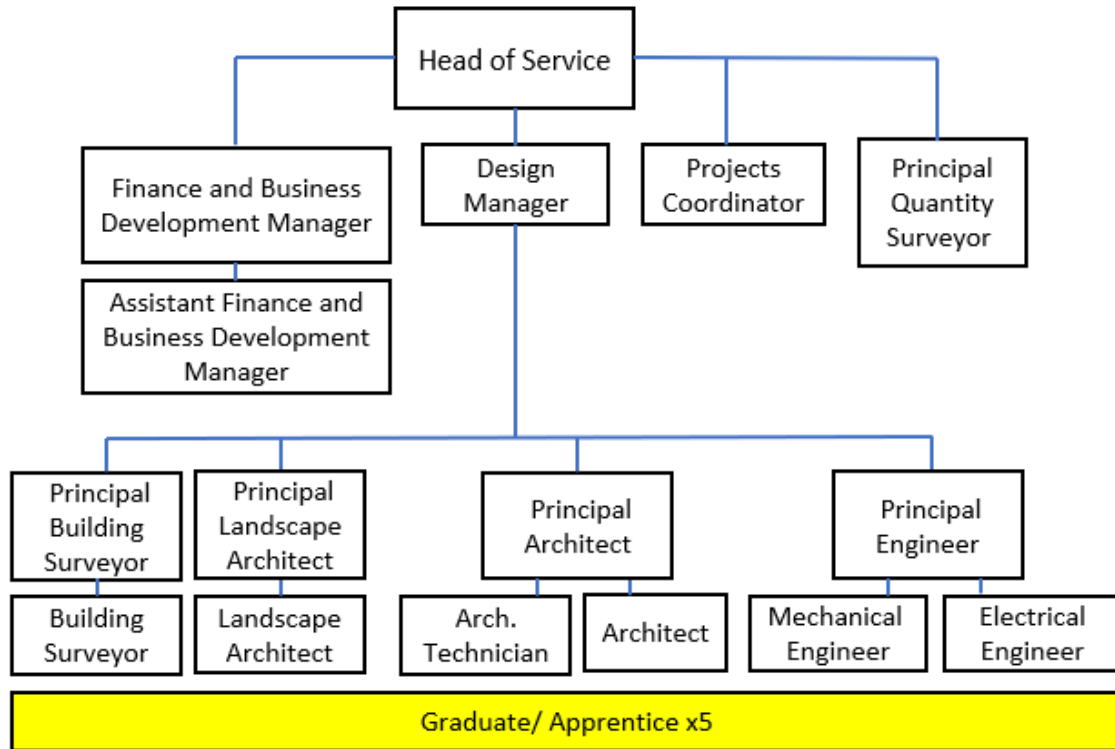
Client relationship management

- Ensure client satisfaction at each stage of the project.
- Submitting project reports on a regular basis to the client and team.
- Keeping the client up to date at every step of the project, getting their approval for the next stage.
- Passionate, driven, motivated, proactive, kind and honest

Additional Information

- Attendance at evening meetings required.
- The Service operates as a consultancy. Critical to its success is achieving high levels of customer care and customer satisfaction.
- The Service is in direct competition with the private sector and therefore needs to attract and retain creative, innovative, knowledgeable and experienced professional staff to be able to perform in a demanding environment.

Team structure



Person Specification

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Our Values

THINK BIGGER

EMBRACE DIFFERENCE

CONNECT BETTER

LEAD BY EXAMPLE

PUT PEOPLE FIRST

Our Values are embedded across the SSA and throughout all roles and responsibilities at all levels of the organisation. Please [familiarise yourself with our values](#) as they are an integral part of our recruitment and selection process.

Person Specification Requirements			Assessed by A/I/T/C (see below for explanation)
Knowledge	Essential	Desirable	Assessed
Proven knowledge of areas of studies	Y		A / I
Experience	Essential	Desirable	Assessed
Experience of conducting research and using evidence to draw conclusions		Y	A / I
Experience of working collaboratively to achieve an agreed outcome		Y	A / I
Experience of using IT	Y		A
Experience of working in the chosen discipline		Y	Desirable
Skills	Essential	Desirable	Assessed

Ability to produce succinct and persuasive written reports		Y	A / I
Ability to express yourself confidently and to present arguments clearly and succinctly both on paper and in person		Y	A / I
Ability to take decisions where appropriate to do so, referring them to others when necessary		Y	A / I
Able to develop positive working relationships with clients		Y	A / I
Ability to organise own workload, prioritise tasks to meet deadlines and respond flexibly to frequently changing needs and priorities		Y	A / I
Ability to think flexibly, innovatively and resourcefully to solve complex problems		Y	A / I
A good understanding of own strengths and development needs together with a commitment to self-improvement		Y	A / I
Ability to use effective means of communication in order to resolve problems		Y	A / I
Qualifications	Essential	Desirable	Assessed
Relevant GCSE's - Grade 5 to 9, or equivalent including Math and English.	Y		A / C
Relevant A levels – Grades A to C and/or educated to degree level, minimum 2:2 attainment	Y		A / C
Other	Essential	Desirable	Assessed
Demonstrate a clear and reasoned interest and commitment in areas of future studies.	Y		A/I

A – Application form / CV

I – Interview

T – Test

C - Certificate