Legal/ Regulatory - Ability

Performance Management Risk Management Financial Management People Management **Business Awareness** Report Writing Risk Balancing Strategic Thinking Decision Making

Convergent/ Divergent Thinking **Business Continuity**

Communication

Legal/ Regulatory - Appreciation

Sustainable Energy Management Lifecycle Management Whole Life Costing Monte Carlo Risk Assessment Prince2/MS Project

Appendix H

Legal/ Regulatory - Experience

Project Management Contract Managment

ICT - Experience

IT Application User - Agresso

ICT - Appreciation

IT Application User - Symology IT Application User - AutoCad

Skill I Skill 2 **Appreciation** Knowledge **Director** Skill 4 Skill 3 **Experience Ability**

Legal/ Regulatory - Knowledge

Highways Law Street Works Law **Environmental Law** Insurance Law **OIEU Procurement** Stautory Law Orders Regulations - CDM **Emergency Planning** Data/Information Management Procurement Management Research

Technical - Knowledge

Value Engineering Traffic Management

Purchase Order

Network Management Work Cost Estimates

Technical - Experience

Operational (Service) Delivery

Technical - Appreciation

Geometric Design Road Restraint Systems Material Engineering Highway Engineering Bridge Structural Engineering Drainage Engineering inc. SUDs

Skill I

At this level staff should have a general understanding of this area of work and the basic relevance and importance of the topic.

In addition to having a general awareness of the topic, this level requires staff to know how work is carried out in this field, and to be able to do so with guidance and supervision.

Skill 3

Here, the requirement is to demonstrate an understanding of the principles involved and to be able to complete tasks and projects in this field independently or under supervision.

Competence Framework - Asset Management Legal/ Regulatory - Ability Legal/ Regulatory - Experience Regulations - CDM Lifecycle Management Risk Balancing Project Management Strategic Thinking Data/Information Management **Decision Making** Procurement Management Communication Contract Management Financial Management People Management **Business Awareness** Report Writing Convergent/ Divergent Thinking **ICT - Experience** Prince2 /MS Project Legal/ Regulatory - Knowledge IT Application User - Agresso Highways Law Street Works Law **Environmental Law** Skill I Skill 2 Insurance Law O|EU Procurement **Appreciation** Knowledge Stautory Law Orders **Emergency Planning Group Manager** Sustainable Energy Management Whole Life Costing ICT - Knowledge Performance Management Skill 4 Skill 3 Risk Management **Experience Ability** IT Application User - Symology Monte Carlo Risk Assessment IT Application User - AutoCad Research **Business Continuity Technical - Experience** Technical - Knowledge Road Restraint Systems Geometric Design

Value Engineering Material Engineering Highway Engineering **Bridge Structural Engineering** Drainage Engineering inc. SUDs Network Management Traffic Management

Technical - Ability

Operational (Service) Delivery

Work Cost Estimates Purchase Order

Skill I

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Skill 3

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Legal/ Regulatory - Ability

Risk Balancing Strategic Thinking Decision Making Communication

ICT - Experience

IT Application User - Agresso

ICT - Knowledge

IT Application User - Symology IT Application User - AutoCad

Skill I
Appreciation

Asset Manager

Skill 3
Experience

Skill 4
Ability

Legal/ Regulatory - Experience

Regulations - CDM
Lifecycle Management
Whole Life Costing
Performance Management
Risk Management
Data/Information Management
Procurement Management
Contract Management
Financial Management
People Management
Business Awareness
Report Writing
Convergent/ Divergent Thinking
Prince2 /MS Project

Legal/ Regulatory - Knowledge

Highways Law
Street Works Law
Environmental Law
Insurance Law
OJEU Procurement
Statutory Law Orders
Emergency Planning
Research
Business Continuity

Technical - Knowledge

Road Restraint Systems
Value Engineering
Material Engineering
Highway Engineering
Network Management
Traffic Management

Skill I

At this level staff should have a general understanding of this area of work and the basic relevance and importance of the topic.

Skill 2

In addition to having a general awareness of the topic, this level requires staff to know how work is carried out in this field, and to be able to do so with guidance and supervision.

Skill 3

Here, the requirement is to demonstrate an understanding of the principles involved and to be able to complete tasks and projects in this field independently or under supervision.

Skill 4

This level requires staff to demonstrate a full understanding of the principles to be able to complete tasks and projects in this field independently and be able to guide, train and supervise

Technical - Experience

Geometric Design

Technical - Ability

Operational (Service) Delivery
Work Cost Estimates
Purchase Order

Legal/ Regulatory - Ability

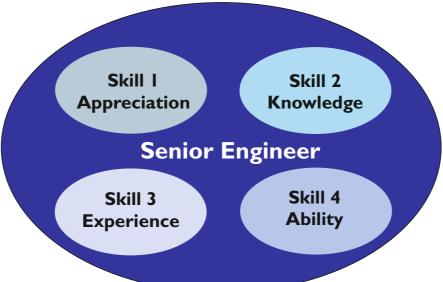
Regulations - CDM Report Writing Communication Decision making

Legal/ Regulatory - Appreciation

Emergency Planning
Sustainable Energy Management
Lifecycle Management
Business Awareness
Research
Strategic Thinking
Convergent/Divergent Thinking
Business Continuity

ICT - Experience

IT Application User - Symology IT Application User - AutoCad IT Application User - Agresso



Legal/ Regulatory - Experience

Highways Law
Street Works Law
Environmental Law
Statutory Law Orders
Project Management
Contract Management
Financial Management
People Management
Prince 2/MS Project

Technical - Ability

Geometric Design
Road Restraint Systems
Value Engineering
Material Engineering
Highway Engineering
Bridge Structural Engineering
Drainage Engineering inc. SUDs
Network Management
Traffic Management
Operational (Service) Delivery
Work Cost Estimates
Purchase Order

Legal/ Regulatory - Knowledge

Insurance Law
OJEU Procurement
Whole Life Costing
Performance Management
Monte Carlo Risk Assessment
Data/Information Management
Procurement Management
Risk Balancing
Risk Management

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Skill 4

ICT - Experience

IT Application User - Agresso

Legal/ Regulatory - Appreciation

Emergency Planning
Sustainable Energy Management
Lifecycle Management
Business Awareness
Research

ICT - Ability

IT Application User - Symology IT Application User - AutoCad

Technical - Experience

Road Restraint Systems
Value Engineering
Material Engineering
Highway Engineering
Bridge Structural Engineering
Drainage Engineering inc. SUDS
Network Management
Operational (Service) Delivery
Work Cost Estimates
Purchase Order
Traffic Management

Skill I Appreciation Engineer Skill 3 Experience Skill 4 Ability

Technical - Ability

Geometric Design

Legal/ Regulatory - Experience

Project Management
Contract Management
Financial Management
People Management
Report Writing

Legal/ Regulatory - Knowledge Highways Law

Street Works Law
Environmental Law
Insurance Law
OJEU Procurement
Statutory Orders Law
Regulations - CDM
Whole Life Costing
Performance Management
Risk Management
Monte Carlo Risk Assessment
Data/Information Management
Procurement Management
Prince 2/MS Project
Communication

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Skill 4

Legal/ Regulatory - Ability

Regulations - CDM Report Writing Communication

Legal/ Regulatory - Appreciation

Emergency Planning
Sustainable Energy Management
Lifecycle Management
Business Awareness
Research
Strategic Thinking
Decision Making
Convergent/ Divergent Thinking
Business Continuity

ICT - Experience

IT Application User - Symology IT Application User - AutoCad IT Application User - Agresso Skill I Appreciation

Skill 2 Knowledge

Assistant Engineer

Skill 3 Experience Skill 4 Ability

Legal/ Regulatory - Experience

Highways Law
Street Works Law
Environmental Law
Insurance Law
Project Management
Contract Management
Financial Management
People Management
Prince2/MS Project

Technical - Appreciation

Geometric Design
Road Restraint Systems
Material Engineering
Highway Engineering
Bridge Structural Engineering
Drainage Engineering inc. SUDs
Network Management
Traffic Management
Operational (Service) Delivery
Work Cost Estimates
Purchase Order
Value Engineering

Legal/ Regulatory - Knowledge

Insurance Law
OJEU Procurement
Whole Life Costing
Performance Management
Risk Management
Monte Carlo Risk Assessment
Data/Information Management
Procurement Management
Risk Balancing

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Skill 4

ICT - Experience

IT Application User - Agresso

Legal/ Regulatory - Appreciation

Emergency Planning
Sustainable Energy Management
Lifecycle Management
Business Awareness
Research

Legal/ Regulatory - Experience

Project Management Contract Management Financial Management People Management Report Writing

ICT - Ability

IT Application User - Symology IT Application User - AutoCad

Skill I Appreciation

Skill 2 Knowledge

Technician

Skill 3 Experience Skill 4 Ability

Legal/ Regulatory - Knowledge

Highways Law
Street Works Law
Environmental Law
Insurance Law
OJEU Procurement
Statutory Law Orders
Regulations - CDM
Whole Life Costing
Performance Management
Risk Management
Monte Carlo Risk Assessment
Data/Information Management
Procurement Management
Prince2/MS Project
Communication

Technical - Experience

Road Restraint Systems
Value Engineering
Material Engineering
Highway Engineering
Bridge Structural Engineering
Drainage Engineering inc. SUDS
Network Management
Traffic Management
Operational (Service) Delivery
Work Cost Estimates
Purchase Order

Geometric Design

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Skill 4

ICT - Ability

IT Application User - Symology

Legal/ Regulatory - Appreciation

Highways Law
Street Works Law
Lifecycle Management
Data/Information Management
Financial Management
Risk Balancing

Legal/ Regulatory - Experience

Decision Making Communication

ICT - Appreciation

IT Application User - Agresso

Skill I Appreciation

Skill 2 Knowledge

Highways Inspector

Skill 3 Experience Skill 4 Ability

Technical - Knowledge

Operational (Service) Delivery
Work Cost Estimates

Technical - Experience

Network Management
Traffic Management

Technical - Appreciation

Geometric Design
Road Restraint Systems
Value Engineering
Material Engineering
Highway Engineering
Bridge Structural Engineering
Drainage Engineering inc. SUDS

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Skill 4