

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

Legal/ Regulatory - Experience
 Project Management
 Contract Management

Legal/ Regulatory - Knowledge
 Highways Law
 Street Works Law
 Environmental Law
 Insurance Law
 OJEU Procurement
 Statutory Law Orders
 Regulations - CDM
 Emergency Planning
 Data/Information Management
 Procurement Management
 Research

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

Technical - Experience
 Operational (Service) Delivery

Technical - Knowledge
 Value Engineering
 Network Management
 Traffic Management
 Work Cost Estimates
 Purchase Order

Director

Skill 1 Appreciation Skill 2 Knowledge
 Skill 3 Experience Skill 4 Ability

ICT - Appreciation
 IT Application User - Symology
 IT Application User - AutoCad

ICT - Experience
 IT Application User - Agresso

Skill 1
 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
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Skill 3
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Skill 4
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Competence Framework - Asset Management

Legal/ Regulatory - Ability

- Risk Balancing
- Strategic Thinking
- Decision Making
- Communication

Legal/ Regulatory - Experience

- Regulations - CDM
- Lifecycle Management
- Project Management
- Data/Information Management
- Procurement Management
- Contract Management
- Financial Management
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- Business Awareness
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- Emergency Planning
- Sustainable Energy Management
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- Research
- Business Continuity

Technical - Experience

- Geometric Design
- Work Cost Estimates
- Purchase Order

Group Manager

- Skill 1 Appreciation**
- Skill 2 Knowledge**
- Skill 3 Experience**
- Skill 4 Ability**

Technical - Ability

- Operational (Service) Delivery

Technical - Knowledge

- Road Restraint Systems
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- Skill 2 Knowledge**
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Technical - Knowledge

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Technical - Ability

- Operational (Service) Delivery
- Work Cost Estimates
- Purchase Order

Technical - Experience

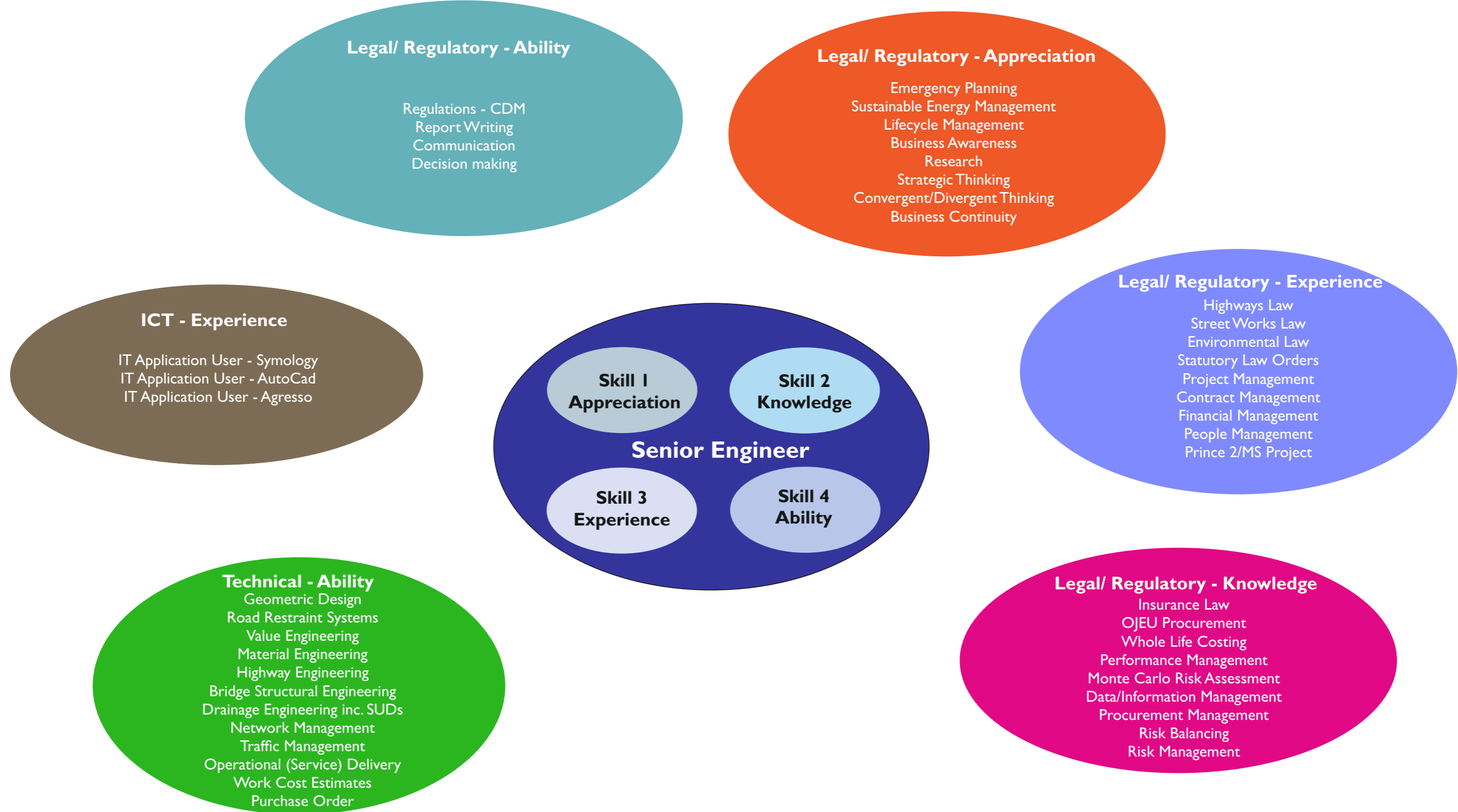
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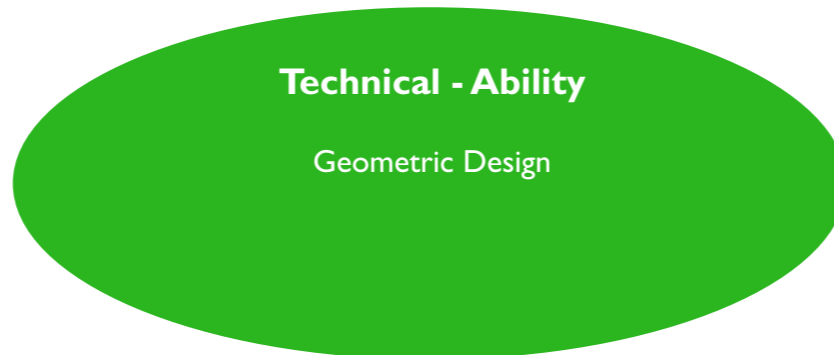
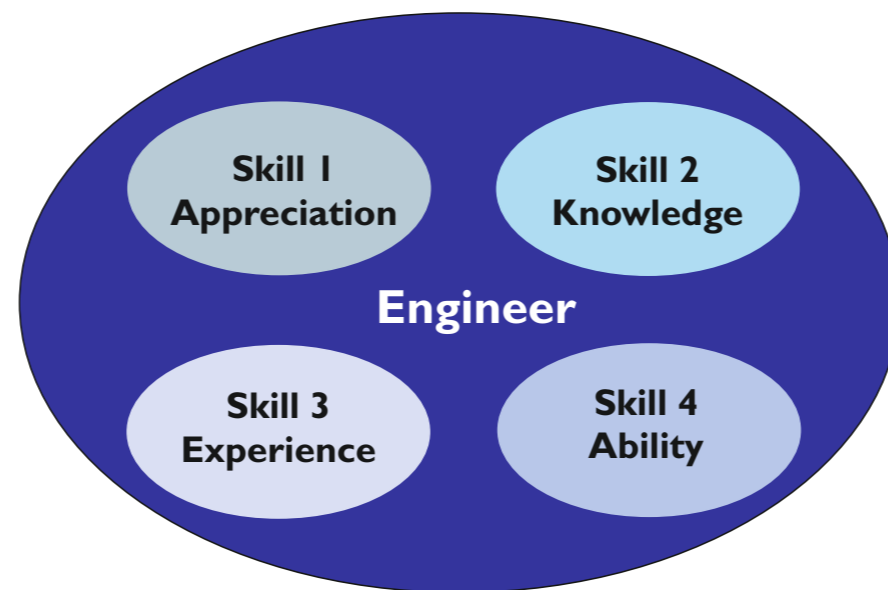
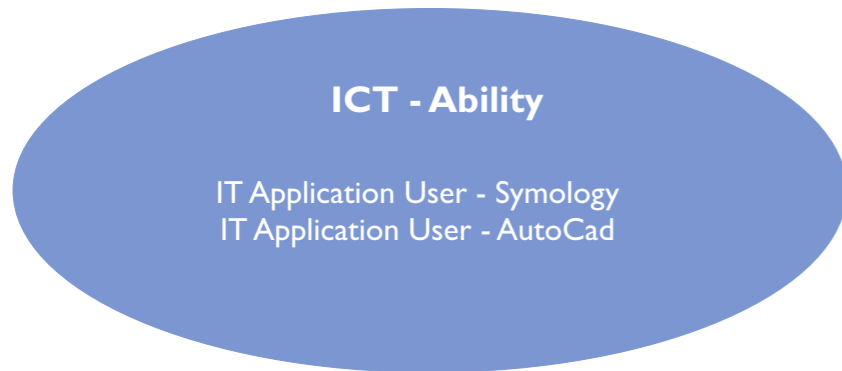


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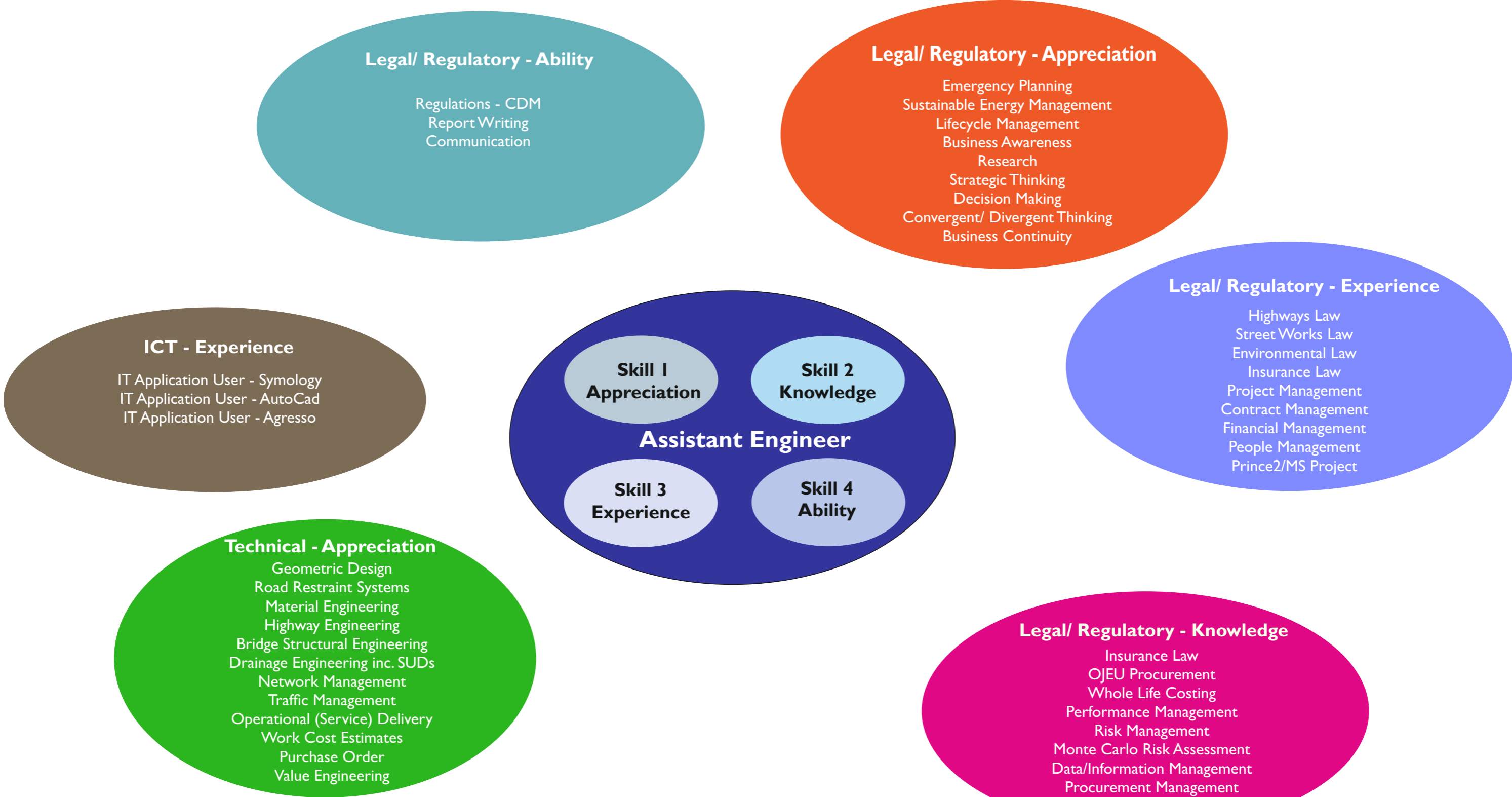


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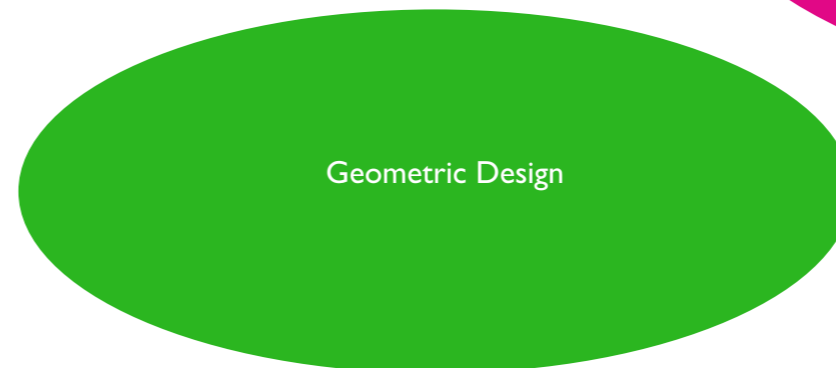
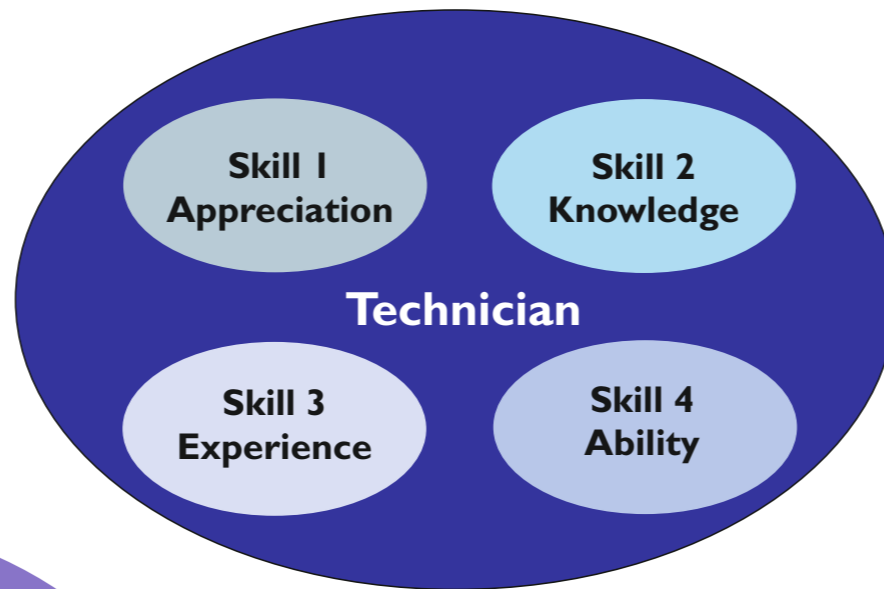
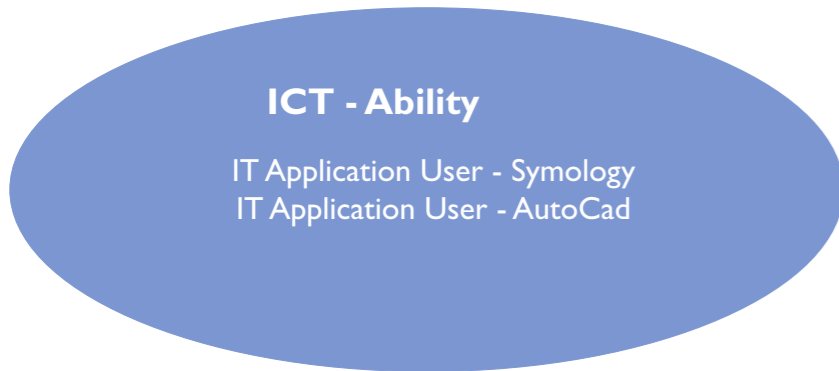


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Highways Inspector

**Skill 1
Appreciation** **Skill 2
Knowledge**

**Skill 3
Experience** **Skill 4
Ability**

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