

TP&E

Transport Planning & Engineering

Join our team



Cycling
Scotland

Senior Engineer

Pay band: £42,832 – 47,279: Salary on appointment will be a reflection on current experience within the pay band. Annual Salary Review takes place every April. This role attracts a retention premium of £2,500 to be paid on an annual basis.

Full time, permanent contract (part time will be considered).

Transport Planning and Engineering (TP&E), the social enterprise established by Cycling Scotland, delivers infrastructure for walking, wheeling and cycling across Scotland. TP&E works with local authorities, statutory agencies, Trusts, community organisations and stakeholders to design and develop new infrastructure increasing the accessibility of cycling and active travel.

The Senior Engineer will manage the design and delivery of engineering work, offering expertise in road and sustainable engineering.

The office on West George Street, Glasgow, with various aspects of site work being undertaken throughout Scotland as required.

Working in cooperation with and managed by the Head of TP&E they will deliver projects ranging from off-road cycle paths, on-road cycle lanes to traffic management schemes and assist in achieving the vision of TP&E – *“A social enterprise transport consultancy delivering sustainable transport networks to allow anyone, anywhere to enjoy the benefits of cycling”*.

As a flexible employer we offer the opportunity to work part time if required. We currently have staff working one day a week in our office as part of our hybrid working policy.

Key responsibilities:

1. Developing and overseeing innovative and high-quality active travel infrastructure designs and managing quality assurance processes. Projects include rural and urban focussed schemes, working to the latest design standards and recognising worldwide best practice.
2. Project managing the delivery of TP&E projects by all team members, including client liaison, brief development and management of team input and deliverables.
3. Ensuring high quality infrastructure projects are delivered to budget, on time, in line with best practice and as efficiently as possible.
4. Proactively people manage the team to provide guidance, support and mentoring as required.
5. Represent TP&E while conducting stakeholder engagement events and consultation focus groups including liaison with project funders, regulatory bodies, landowners and the public.
6. Preparation of contract documents including drawings, bills of quantities and contract conditions.
7. On-site supervision of construction works and contract implementation as required.
8. Staying informed with regards to developments in sustainable transport guidance, best practice and developments in the sector.
9. Advising clients and potential clients with funding bids.
10. Assisting in engineering-related Cycling Scotland projects and training courses as and when requested, including go
11. Attend relevant weekend events and evening networking events where required.
12. Deputise for the Head of TP&E where required at relevant external and internal meetings.
13. Any other duties considered relevant to the post.

Senior Engineer Person Specification

	Essential	Desirable
Relevant experience	Educated to minimum degree level in civil or transport engineering or equivalent.	Educated to degree level in civil engineering, transport engineering or equivalent.
	Membership of a professional body.	Incorporated or Chartered Civil Engineer status.
	Roads engineering design and delivery including pavement and geotechnical design experience	Feasibility, concept design and detailed design experience.
	Project management experience	Design of walking and cycling facilities
	Experience of on-site construction management procedures and contracts.	Line management experience
	Experience of health, safety and environmental management, including CDM 2015 regulations.	Experience of communicating with project stakeholders
Special Knowledge and Skills	Ability to prepare contract documents including construction drawings, bills of quantity and contract conditions	Excellent negotiation skills.
	Proven ability to use AutoCAD.	Understanding of planning processes and requirements
	Proactive in researching and implementing good working practices from UK and European based infrastructure design examples.	Working knowledge of MCHW and DMRB.
	Understanding of project finances, particularly construction projects	Understanding of local authority structure and processes
	Excellent presentation and communication skills including writing concise reports	Experience of community consultation and engagement
	Ability to effectively use common office software packages.	Ability to produce detailed design and construction drawings.
Other Requirements	Interpersonal and organisational skills, particularly in relation to client liaison.	Keen interest in cycling and walking.
	Willingness to work flexible hours on occasion and to travel as required remotely	Awareness of sustainable transport policy
	Effective team player and ability to lead by example	Committed to the promotion of walking and cycling as a sustainable transport mode
	Full clean driving licence.	

If you do not meet all of the essential criteria, we would still encourage you to apply for the role and we can discuss where we can efficiently fill the gaps.

Employee benefits

Salary

Paid one month in arrears on 28th of each month.

Pensions

Defined Contributions Pensions scheme with employer contribution of 7.5%, employees' contributions 3% to 7.5%. Life Assurance Benefit.

Working hours

37.5 hours each week (or as contracted for part-time staff), not including a minimum 30mins lunch break each day.

Core hours

Cycling Scotland offers flexible start and finish times (between 08:00-18:00) outside of the core hours of 10:00 to 12:00 and 14:00 to 16:00.

Flexible working

Cycling Scotland will look to accommodate flexible working requests, taking into consideration the impact on the organisation and other team members whilst striving to support individual members of staff.

Annual leave and public holidays

36 days (pro rata for part-time staff) paid holiday each year, including three compulsory public holidays at Christmas and two days at New Year.

Volunteering and Outdoor time

Staff at Cycling Scotland can apply to engage in up to two hours per month of volunteering activity during working hours and enjoy 30 minutes of outdoors time per week.

Training and development

Staff are offered training as and when their role requires to enable the development of themselves and the team.

Cycle to work scheme

Salary sacrifice scheme provides employees (after completion of 3 months service) who cycle to work with a tax free, long-term loan of a bike and safety equipment.

Travel to work loan scheme

The loan will be for the employee to purchase an annual bus or rail season ticket at standard class travel.

Employee assistance programme (EAP)

This is a free and confidential resource for all staff which provides access to up to six counselling sessions on an annual basis plus unlimited access to a confidential helpline.

Maternity/paternity pay

Cycling Scotland offers enhanced maternity and paternity pay.

Retail discount

Employees are eligible for a staff discount on Endura equipment and clothing.