

Role Profile

Rendel Limited, an Ingérop company, is a London based multidisciplinary international design and engineering consultancy firm. We provide customer-focused engineering and technical solutions to clients on major engineering construction projects worldwide.

We are involved in schemes through their full life-cycle including development; planning; detailed design; independent design checking; value engineering; technical advisory; and construction supervision services. Rendel's origins date back to 1838, making us one of the oldest civil engineering consultancy companies in the UK.

We are proud of our track record of success in global construction markets, providing technical solutions for many complex infrastructure projects, notably bridges, geotechnical, highways, ports and maritime, rail systems and tunnels (including immersed tube tunnels). Current major projects include HS2, Padma Bridge and Al Zour Refinery.

JOB TITLE	Principal Highway Engineer
LOCATION	London
TRAVEL	A willingness to travel is essential
MINIMUM REQUIREMENTS	<ul style="list-style-type: none"> ▪ Professionally qualified, Chartered Civil Engineer ▪ Substantial experience with medium to large scale UK highways projects ▪ Extensive experience as Team Leader ▪ Substantial experience of managing projects, budgets and resources
JOB DESCRIPTION	
DUTIES AND RESPONSIBILITIES	
<ul style="list-style-type: none"> ▪ Lead and undertake assignments in the UK and overseas ▪ Act as assignment manager overseeing technical delivery, commercial aspects, financial controls (forecasting & budgeting), planning, resourcing and troubleshooting ▪ Assist Market Sector Leaders to identify and develop business opportunities, produce tenders and build client relationships ▪ Assist and support a high level of technical capability within the highways skill area ▪ Assisting with the organisation and management of the technical staff, acting as a line manager as required, mentoring fellow engineers, supporting staff recruitment, training, CPD and implementation of 'Best Practice' and procedures ▪ Assist Graduates through the processes and requirements for completion of their Chartership ▪ Assist in providing appropriate resources for the successful delivery of assignments ▪ Adopt procedures for standardisation of work products and deliverables, and peer review to ensure consistency and excellence in service delivery of the Company's technical work product ▪ Implement and adhere to Company procedures in the management, delivery and administration of services ▪ Maintain strong relationships with other disciplines within the firm and promote cross functional working ▪ Embrace organisational change and influence others to modify behaviour and attitudes as required ▪ Observe and maintain Company Health and Safety Policy across all activities ▪ Undertake other reasonable duties as requested 	
PERSON SPECIFICATION	
KEY EXPERIENCE AND QUALIFICATIONS	
<ul style="list-style-type: none"> ▪ Chartered Civil Engineer with substantial experience with highways projects of various scale and design stages ▪ Extensive working knowledge of relevant national and international highway related standards (e.g. DMRB and 	

Eurocodes), contracts (e.g. ICE, NEC, and FIDIC), methodologies and procedures

- Substantial UK highways experience is essential
- Pavement design experience
- Drainage design experience
- Proficient in the use of MX Road or Open Roads
- Substantial experience at Assignment Manager and Design Engineer level with a proven capability and record of delivering assignments to programme and budget
- Experience predominantly in medium to large scale high profile infrastructure projects, for a range of UK and international Clients in various construction market sectors
- Ability to build, maintain and develop relationships with key clients
- People management experience e.g. general employee welfare, carrying out appraisals, training and development, involvement in resourcing and recruitment activities
- Ability to identify appropriate opportunities and prioritise efforts in securing these to achieve targets

COMPETENCIES

- **Technical:** Excellent skills and knowledge, able to provide clear direction and undertake tasks in a cogent manner while sharing their expertise
- **Communication:** Strong interpersonal skills; ability to communicate, listen and influence all levels of people effectively. Excellent reporting / writing and strong presentation skills; able to adapt technical message to audience
- **Critical Thinking:** Ability to think and act operationally and strategically, able to respond quickly to changing circumstances whilst maintaining a clear view of overall priorities. Ability to work well under pressure and ensure deadlines are met, whilst maintaining a high quality of work
- **Team:** Excellent team working skills; able to lead, contribute to and collaborate with multi-disciplinary teams in a matrix environment
- **Leadership:** Demonstrates high standards, involves the team and drives it to listen to, interpret and exceed client expectations. Strong coaching and mentoring skills to train, develop and give constructive feedback to other engineers and technicians
- **Project Management:** Results orientated with a strong drive to deliver success, a proven ability to manage medium/large budgets, projects and programmes of work to agreed targets and priorities. Able to clearly communicate objectives and make timely, rational decisions with the information available and learn from successes and failures

PERSONAL STYLE AND BEHAVIOUR

- Self-motivated and committed, with a high degree of integrity
- A team player who seeks to positively contribute to the working group with a collaborative attitude
- Convincing in terms of a capacity to translate objectives into effective practical steps
- Able to perform effectively within changing environments; demonstrates willingness and flexibility of availability to meet business needs
- Demonstrates a strong need to achieve, setting high standards for self and others. Committed to the value of own role, takes initiative and focuses on improving business performance
- Commitment to own personal development