

TP&E

Transport Planning & Engineering

Join our team



Cycling
Scotland

Senior Engineer

Pay Band: £37,330 to £41,204

(Salary on appointment is at the start of the pay band. Annual Salary Review in April)

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

The Senior Engineer will be a key member of Transport Planning and Engineering (TP&E), the sustainable transport social enterprise consultancy established by Cycling Scotland. Reporting to and working together with the Head of TP&E they will assist in achieving the exciting vision of TP&E – “... sustainable transport networks to allow anyone, anywhere to enjoy the benefits of walking and cycling”.

As a small friendly consultancy we go the extra mile to assist our clients in achieving the goal of active travel infrastructure throughout the whole of Scotland.

The role is based at the office on West George Street, Glasgow, with hybrid working options in place and various aspects of site work being undertaken throughout Scotland as required.

Key responsibilities:

- Developing and overseeing innovative and high-quality active travel infrastructure designs and participate in quality assurance processes. Projects include off-road cycle paths, on-road cycle lanes, traffic management schemes and other relevant schemes, working to the latest design standards and recognising worldwide best practice.
- Project managing the delivery of TP&E projects by all team members, including client liaison, brief development and management of team input and deliverables.
- Ensuring high quality infrastructure projects are delivered to budget, on time, in line with best practice and as efficiently as possible.
- Proactively people manage the team to provide guidance, support and mentoring as required.
- Effective and supportive conduct of stakeholder engagement events and consultation focus groups including liaison with project funders, regulatory bodies, landowners and the public.
- Preparation of contract documents including drawings, bills of quantities and contract conditions.
- On-site supervision of construction works and contract implementation as required.
- Leading and assisting in developing tender bids for expanding TP&E's portfolio.
- Staying informed with regards to developments in sustainable transport guidance, best practice and developments in the sector.
- Advising clients and potential clients with funding bids.
- Assisting in engineering-related Cycling Scotland projects and training courses as and when requested, including good practice sharing and promoting the portfolio of TP&E at all opportunities.
- Performing administrative tasks with regards to time management, finance management and the execution of administrative systems as required.
- Attend relevant weekend events and evening networking events where required.
- Deputise for the Head of TP&E where required at relevant external and internal meetings.
- Any other duties considered relevant to the post.

Senior Engineer

Personal Specification: If you don't 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.

	Essential	Desirable
Relevant Experience	Educated to minimum degree level in civil or transport engineering or equivalent	Educated to degree level in civil or 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 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
	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	
Other Requirements	Interpersonal and organisational skills, particularly in 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	

Senior Engineer

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. Allowance of 30mins paid outdoor activity time per week.

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

TP&E 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. We are currently operating hybrid working on a trial basis.

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. Option to apply for 5 additional unpaid leave days.

Volunteering

Staff at TP&E can apply to engage in up to two hours per month of volunteering activity during working hours.

Training and development

Staff are allocated an annual amount of £250 towards training and development.

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 can benefit from a 35% discount off Endura equipment and clothing.