

# Candidate Information

Engineering Design Services  
TEAM MANAGER

# Welcome to Warwickshire County Council

Warwickshire County Council is an award-winning local government organisation at the heart of democracy.

As a local authority committed to excellence, we have a wide range of roles. Whether this is providing specialist care and support to the most vulnerable in our communities, or championing Warwickshire as a choice for business through to our work to promote economic growth and innovation.

Warwickshire is famous the world over as Shakespeare's county — but that's only half the story. We're also vibrant and modern. One of the fastest growing commercial regions in the UK; we're home to many leading companies and developing exciting opportunities for everyone who lives and works here.

We pride ourselves on being an innovative employer who likes to encourage new ways of working.



# Engineering Design Services

Engineering Design Services is Warwickshire County Council's civil engineering service. Our purpose is to supply advice, design capability, contract preparation and site supervision in the fields of highways, traffic control and information systems, bridge maintenance and bridge and structural design.

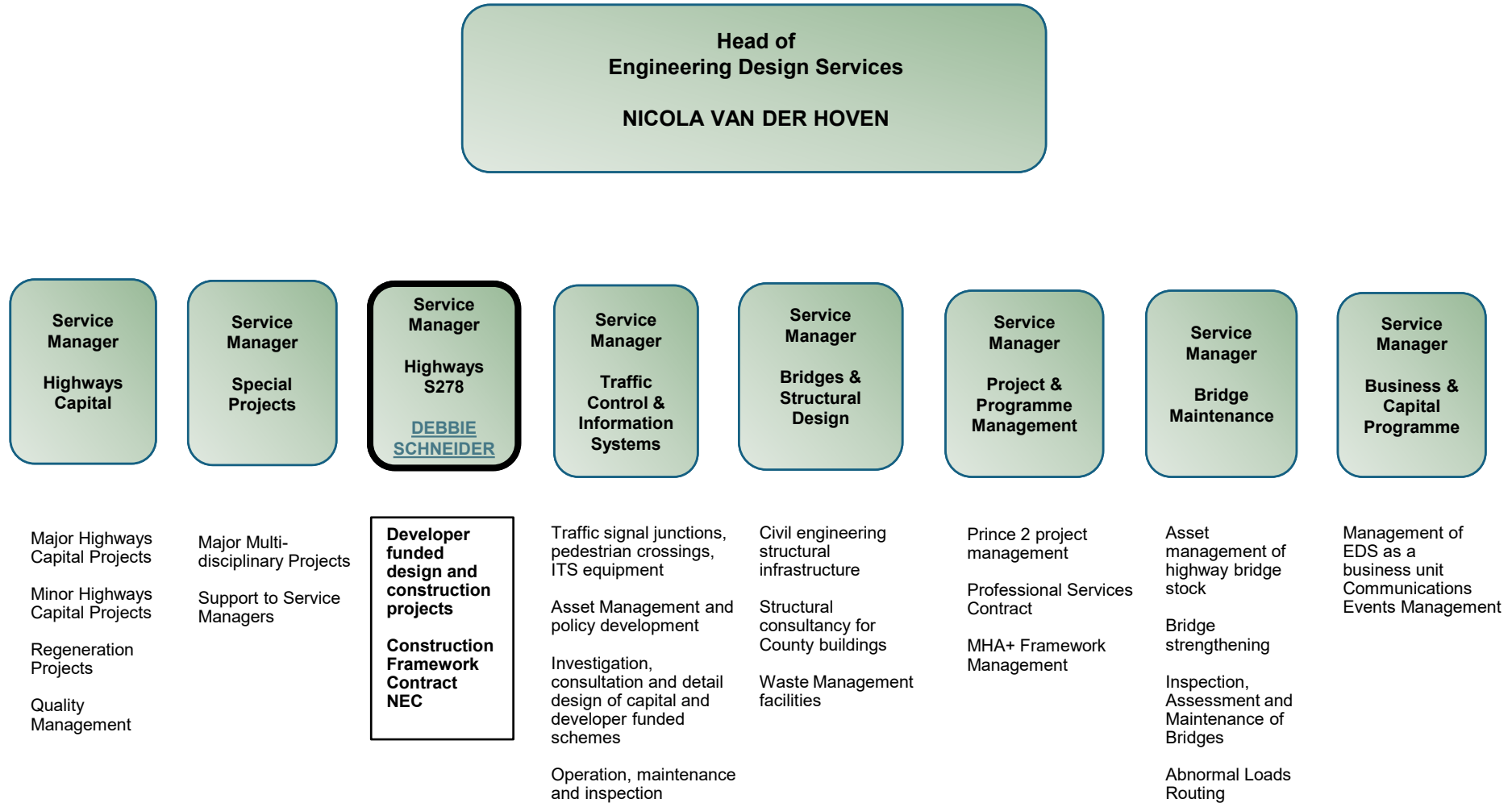
Our service is largely cost neutral, and our Business and Capital Programme team and Project and Programme Management team provide financial, quality, communications, administration and project management support to the group. We run an accredited Quality Management System under ISO 9001.

Our workload originates from groups within Communities and Resources, from Developers, from our neighbouring partner Authorities, and from external clients. In turn we engage the expertise of colleagues within Communities and Resources and external specialist consultancies through our Professional Services Contract.

Engineering Design Services includes both WCC employees and seconded consultants. We actively support staff development, offer apprenticeships and run an Institution of Civil Engineers accredited graduate training programme.



Highway Services – Engineering Design Services



# Highways S278

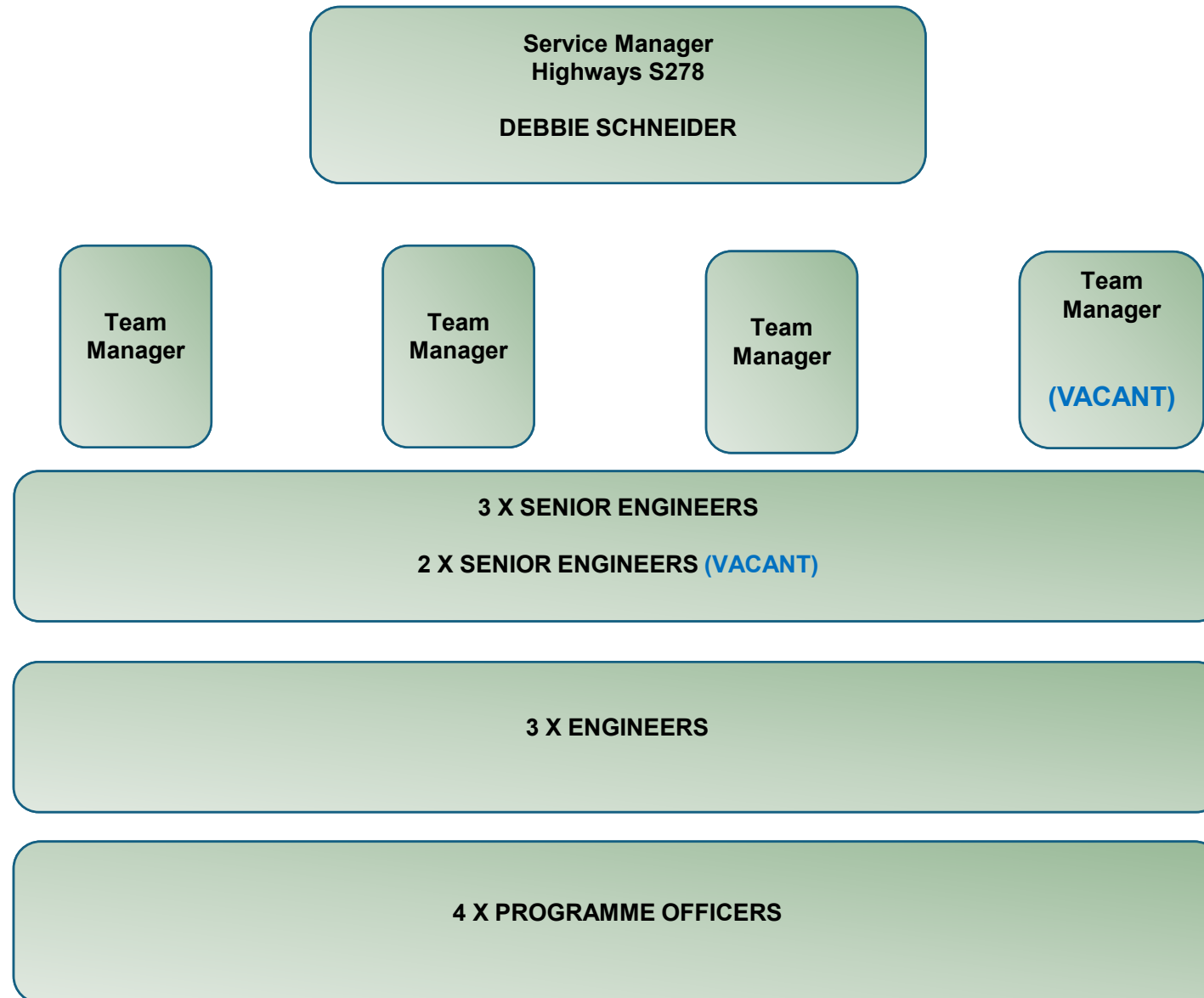
The Highways-S278 Team is responsible for the technical review of new highway and highway improvements schemes often working with a range of engineering disciplines.

The Team comprises new and experienced engineers dedicated to project delivery at both the technical review and construction phase. Its aim is to improve safety, tackle congestion and enhance travel opportunities in the county. Projects include new link roads, junction improvements and cycle schemes.

The Team operates a matrix working system with engineers working on projects for different team managers.

The workload will be diverse and challenging, and the results will be rewarding.

Engineering Design Services – Highways S278



# Team Manager - Who we are looking for

We are looking for a confident, experienced civil engineer, with a wealth of highways technical knowledge, NEC contract administration and strong leadership capabilities to perform a senior role within Highways S278 section.

The postholder will manage a team of engineers and technicians with varying degrees of experience and ability.

# Highways S278 – Team Manager

The Team Manager will direct and manage a team of Engineers to:

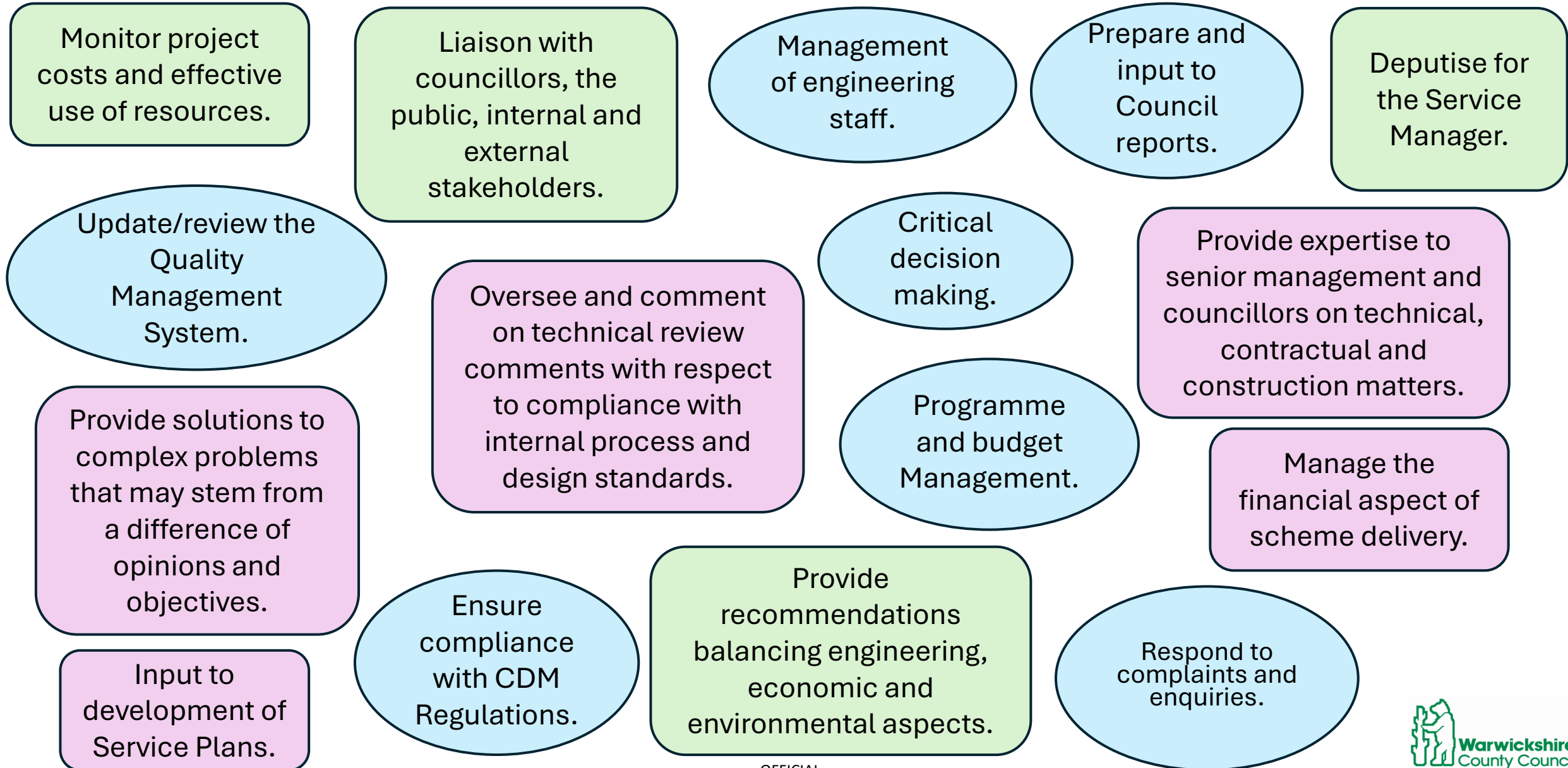
- undertake programmes of S278 works and other projects which may involve co-ordination with other design disciplines e.g. traffic signals and structural designers, street lighting etc.
- manage Engineers in the role of project manager to ensure that projects are delivered using the correct internal processes, design standards, legal requirements, traffic regulations requirements and Health & Safety policies.
- have responsibility for the calculation of fee proposals for S278 works. To discuss these proposals with Developers and other Clients, monitor costs and deal with financial queries.
- provide project management of work packages let to consultants through the professional services framework.
- prepare reports as appropriate for the Service Manager or Head of Engineering Design Services.

# Team Manager's Key Responsibilities



- Lead, motivate and develop a team of Engineers and Technicians.
- Oversee the technical review and delivery of developer-funded S278 schemes.
- Provide expert guidance on highways design, standards, legislation and best practice.
- Manage project programmes, budgets, resources and fee proposals.
- Administer and oversee NEC contracts and project delivery processes.
- Work collaboratively with developers, consultants and internal/external stakeholders to achieve successful project outcomes.
- Ensure compliance with design standards, legal requirements, traffic regulations and health and safety legislation.
- Manage consultancy commissions through professional services frameworks.
- Prepare reports and recommendations for senior management.
- Balance competing priorities and make informed decisions in a fast-paced environment.

# Typical day for a Team Manager in Highways S278



# Benefits

This position is full time, with agile working offered. The role's primary base is Warwick and other office based locations

We also have a great employee benefits package which you can take advantage of, including:

- ✓ LGPS (Local Government Pension Scheme)
- ✓ Generous holiday allowance
- ✓ Ability to buy additional annual leave
- ✓ Car lease scheme
- ✓ Shared cost AVC pension scheme
- ✓ Health cash plan
- ✓ Cycle to work scheme
- ✓ Free staff parking at our Hawkes Point and Warwick offices
- ✓ Employee lifestyle discounts scheme
- ✓ Discounted local gym memberships
- ✓ Health and wellbeing support
- ✓ Multiple staff networks
- ✓ Enhanced family friendly policies





# How to apply



Please apply by submitting our via our online application portal – [www.warwickshire.gov.uk/jobs](http://www.warwickshire.gov.uk/jobs)

For any questions, additional information about the role or the application process please email Debbie Schneider - [debbieschneider@warwickshire.gov.uk](mailto:debbieschneider@warwickshire.gov.uk)

Closing date: **midnight, 23 November 2026**  
Interview date: **w/c 07 December 2026**

**Warwickshire County Council is committed to equality of opportunity for all employees and is keen to address areas of under representation in its workforce.**

# Candidate Information

Engineering Design Services  
SENIOR ENGINEERS

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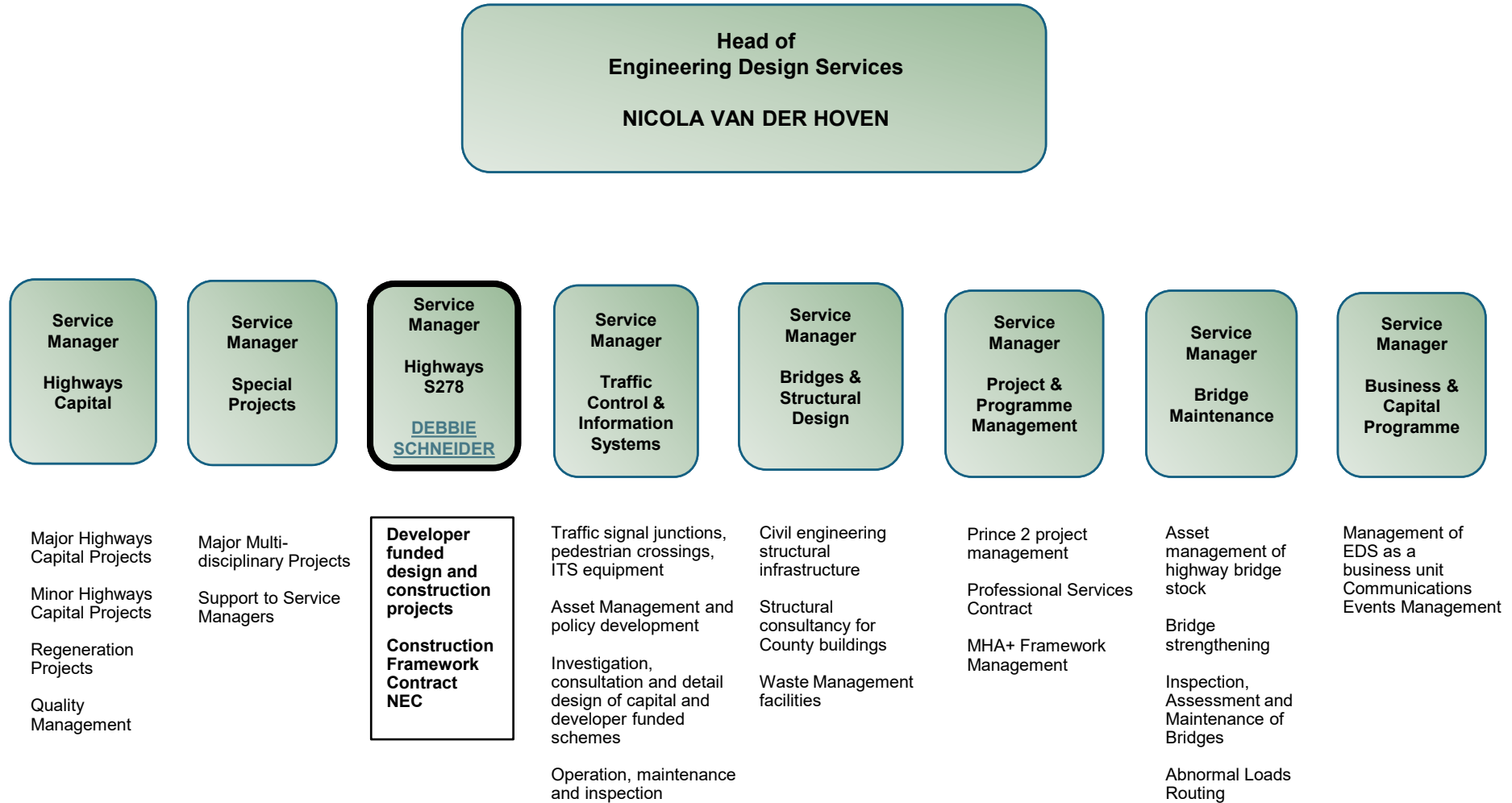
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Highway Services – Engineering Design Services



# Highways S278

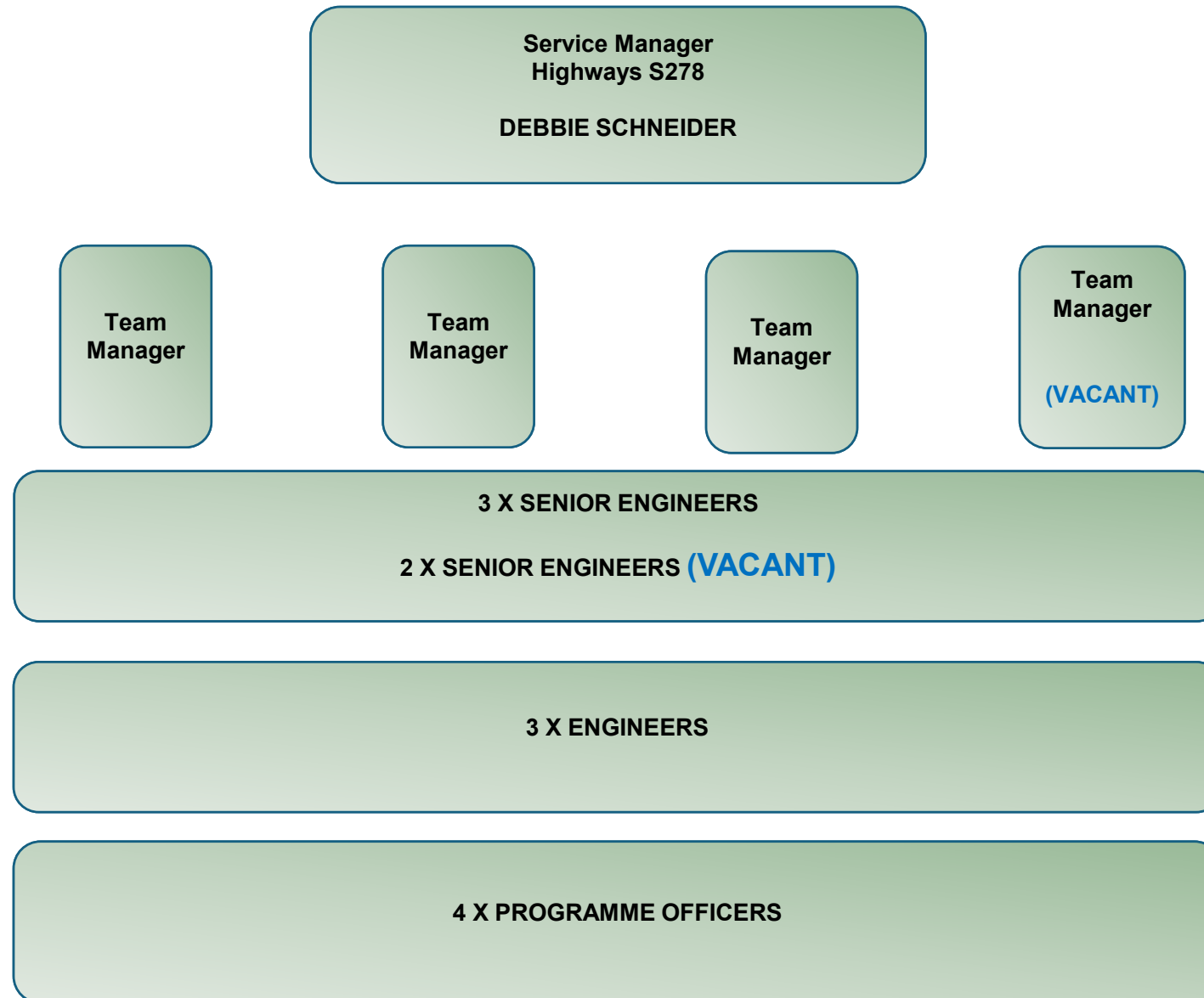
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The Team operates a matrix working system with engineers working on projects for different team managers.

The workload will be diverse and challenging, and the results will be rewarding.

Engineering Design Services – Highways S278



# Senior Engineers - Who we are looking for

Confident, experienced civil engineers, with a wealth of highways technical knowledge and NEC contract administration experience to perform a senior technical role within Highways S278 section.

The postholders will lead on the delivery of minor and major highway engineering projects (more than one at a time) which may involve other organisations, both internal and external.

Also supervise junior technical staff with varying degrees of experience and ability.

# Highways S278 – Senior Engineers

The Senior Engineers will lead on the delivery of minor and major highway engineering projects (more than one at a time) which may involve other organisations, both internal and external. This will include:

- Implementing prescribed project governance arrangements
- Monitoring and managing costs to ensure effective project control
- Ensuring the effective management of contracts (construction contracts and professional services contracts)
- Resolving issues and problems during the feasibility, detailed design, contract procurement and construction phases of a project.

# Senior Engineer

## Key Responsibilities



- To undertake the technical review and delivery of developer-funded S278 schemes.
- Provide expert guidance on highways design, standards, legislation and best practice.
- To assist in the preparation of Section 278 and Section 38 Agreements including the preparation of fee estimates and works cost estimates.
- To monitor project programmes, budgets, resources and fee proposals.
- Preparation of NEC contracts and project delivery processes.
- Work collaboratively with developers, consultants and internal/external stakeholders to achieve successful project outcomes.
- Ensure compliance with design standards, legal requirements, traffic regulations and health and safety legislation.
- Prepare reports and recommendations for senior management.
- Balance competing priorities and make informed decisions in a fast-paced environment.

# Typical day for a Senior Engineer in Highways S278

Supervise technical staff.

Liaison with councillors, the public, internal and external stakeholders.

Critical decision making.

Prepare and input to Council reports.

Deputise for the Team/Service Manager.

Adherence to Quality Management System.

Monitor and report on project programme.

Provide expertise to senior management and councillors on technical, contractual and construction matters.

Resolve issues and problems at all phases of project delivery.

Carry out technical reviews with respect to compliance with internal process and design standards.

Monitor and manage project costs.

Contract Management.

Ensure compliance with CDM Regulations.

Provide recommendations balancing engineering, economic and environmental aspects.

Respond to complaints and enquiries.

# Benefits

This position is full time, with agile working offered. The role's primary base is Warwick and other office based locations

We also have a great employee benefits package which you can take advantage of, including:

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