



# Senior/ Principal Road Safety Engineer –

**Location:**

UK Based – Redhill Surrey with International Travel

**IMC Grade:**

Senior/Principal Consultant – Engineering Team

**Responsible to:**

Road Safety Sub-Stream Leader - Engineering

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## The Role

Do you want to lead and deliver diverse infrastructure projects working in International Development markets worldwide?

Do you want the opportunity to work with a committed, very professional and talented team which works hard to deliver outstanding results?

The Road Safety Team is looking for committed and ambitious Road Safety Engineering experts to help build the business and deliver our programme of work which has spanned countries such as:

Guyana, St Lucia, Ukraine, Moldova, Georgia, Kazakhstan, Liberia, Sierra Leone, Tanzania, Uganda, Nepal, Bangladesh and more.

You will provide high quality consultancy and project management services as well as identify opportunities and develop tenders and proposals.

## The Individual

You will have a proven track record managing road safety engineering projects, road safety audits and training and will have prepared successful proposals for such services.

The ability to identify and build strong relationships with donors, and other key stakeholders is a valuable attribute.

The successful applicant will possess proven technical skills in road safety engineering within a consultancy environment applying international standards for infrastructure development projects.

These skills should include 3 or more of the following:

- Road safety interventions and audits
- Road safety engineering and/or audits
- Road safety policy, action plans and road safety strategy development
- Experience with crash database systems
- Black spot analysis and development of crash mitigation measures
- Post fatal crash inspections
- Road safety inspections
- Road safety education
- Road safety support to technical assistance and capacity building projects

## Main responsibilities

- Lead the delivery of road safety engineering and road safety policy, on a wide range of development sectors assignments as required
- Work collaboratively with engineers, environmentalists, sociologists, planners and policy makers in the multi-disciplinary teams across the company
- Work with the IMC business streams and regions to build pipelines of opportunity leading the business strategy for future business
- Use initiative to exploit business opportunities and win work for the Highways and Road Safety Sectors and wider business through developing network and relationships with partners, donors & clients
- Proactively target new business opportunities and lead and contribute to high quality expressions of interest and proposals to win new business
- Work with other team members to deliver the Road Safety strategy and capability, and the overall Engineering Strategy
- Meet the [quality standards](#) of the company and of the development partners, our Clients
- Meet the high ethical standards of the company as directed by the [IMC policies](#) related, but not limited to: Business Ethics, Equal Opportunities, Anti-Harassment & Bullying, Safeguarding, Anti-Slavery and Human Trafficking and Data Protection

## Project Management

- Build relationships with clients, partners and consultants, and attend market engagement meetings
- Manage complex projects and lead relevant tasks within a project, including supervising the work of others and ensuring that projects and programmes are delivered to the high standards expected by IMC and our clients
- Champion rigorous quality assurance of the team's activities and products and contribute to ensuring skills and approaches to this across the team

## Team Environment

You will join the Road Safety team working to develop the Road Safety sector which feeds into the Engineering Business Steam strategy.

You will work closely with the Road Safety Lead Principal Consultant, under the leadership of the Senior Technical Director for Engineering.

The working environment is informal, creative, and collaborative, but we are uncompromising on the quality of work we deliver to clients.

**To learn more about our recent projects, major highlights and achievements [click here](#) to read our 2017 Annual Review.**

**Hours of work**– The position is a full-time position and basic working hours are 37.5 per week

Working from home is also possible, following agreement with the Line Manager in accordance with the Agile & Flexible Working Policy

**Location**– This is a UK-based role, located in the IMC offices in Redhill

We are a short walk from Redhill train station, which has direct links to London and the South Coast. There is free parking available on site depending on availability

**Travel** – There will be the requirement to travel overseas with this role on a regular basis

It is anticipated that the Senior/Principal Consultant will typically spend 30% to 50% of their time fee earning, 30% to 50% business development and 10% to 20% project support, administration and finance

**Salary**–Competitive salary depending on experience

**Annual leave**–25 days annual leave plus 8 public holidays.

The holiday year is 1 January–31 December

**Benefits**–Buying and selling of annual leave scheme, health cash plan scheme, life assurance scheme, private medical insurance, company contributory pension scheme, childcare vouchers and cycle to work scheme.

IMC also supplies free refreshments and fruit, and there is a dress down day every Friday

**Closing date for applications is Friday 14 September 2018.**

## PERSON SPECIFICATION: Road Safety Engineer – Senior/Principal Consultant

	Essential	Desirable
<b>Qualifications, understanding &amp; training</b>		
Postgraduate degree in a relevant discipline (MSc)		X
Certified Road Safety Auditor in the EU	X	
RoSPA Accredited Road Safety qualification		X
<b>Experience</b>		
Extensive experience in carrying out Road Safety inspections and audits	X	
Experience and technical capacity in the design of Highways sector engineering projects		X
Previous experience of working with international funding agencies, e.g. DFID, EU, WB, ADB, EBRD and/or experience of working with iNGOs in the implementation of Transportation related projects		X
Experience in leading the preparation and writing successful EOI's/Bids/Proposals including technical input for multi and bi-lateral clients		X
Experience of working in International Development		X
Experience of working in a consultancy	X	
Overseas work experience in one or more regions e.g. Africa, Central Asia, South Asia, South East Asia, Eastern Europe, the Caucasus, Central and South America, The Caribbean, South Pacific or fragile or conflict affected states.	X	
Business Development experience		X
Experience in any of the following sectors: environment, finance, urban, climate resilience; disaster risk reduction		X
Team Leader experience (on site or overseas)		X
<b>Abilities &amp; skills</b>		
Strong technical ability	X	
Good interpersonal skills	X	
Good marketing skills/networking skills		X
Innovative flair	X	
Confidence and enthusiasm	X	
Good attention to detail	X	
Good computer skills including CAD or Modelling; Traffic Management Software; Storm Water Modelling or similar.		X
Flexible and adaptable with an ability to adapt appropriately within various situations	X	
Co-operative and supportive team player	X	
Excellent written and verbal communication skills	X	
Excellent organisation skills and the ability to meet deadlines and multi task	X	
Additional language skills; French, Spanish, or Russian would be a significant asset		X
Skilled in the use of GIS/remote sensing tools or experience in frontier technology and internet of things		X
<b>Personal</b>		
Self-motivation and pro-active attitude	X	
Desire to make a difference in International Development	X	
Flexible attitude to meet the needs of the role	X	
Commitment to IMC's objectives, ethics, values and equalities & diversity policy	X	
Excellent work ethic	X	

## IMC Competency Framework: Road Safety Engineer – Senior/Principal Consultant

Competency	D	I	A	S
	Assistant/ Consultant	Senior	Principal	Senior Manager/ Director
IMC values and ethics		X	X	
Business insight		X	X	
Bid and project management		X	X	
Technical/area specialisation		X	X	
Relationship management and working with others		X	X	
Leadership and resilience		X	X	
Impact and influence		X	X	
Decision making/ planning and organising		X	X	
Results orientation and continuous Improvement		X	X	
Financial and commercial awareness		X	X	

### Key:

*D – Developing*

*I – Independence*

*A – Accomplished-*

*S – Senior Management Level*