

**Role Description & Person Specification/Advertising Profile**  
**Senior Traffic Management Engineer**  
**Department of Infrastructure – Highway Services Division**  
**Pay Band 25 (D600)**

### **What will you do?**

As the Isle of Man Government's principal professional adviser and lead technical authority on highway traffic management, network performance and parking, you will lead, coordinate and manage the development, implementation and continuous improvement of the Island's Network Management Plan and Parking Strategy.

You will ensure that traffic management policy, governance, prioritisation and investment programmes support a safe, efficient, sustainable and future-ready highway network aligned with Government strategy and statutory obligations.

You will provide authoritative advice to Ministers, Tynwald Members, senior officers and stakeholders, lead on high-profile or contentious network issues, champion evidence-led decision-making and innovation, and represent the Department in public, professional and stakeholder forums.

The post holder will report to the Network Planning Manager.

### **What does that involve?**

You will:

- Lead the development, review and application of the Island's Network Management Plan and Parking Strategy, ensuring alignment with the Transport Strategy and wider Government priorities.
- Act as the Department's principal authority on traffic management and parking matters.
- Develop and maintain supporting policy positions, standards, technical guidance and prioritisation principles for traffic management and parking interventions.
- Conduct and direct evidence-led diagnosis of network and parking issues using data analysis, modelling, site assessment and professional judgement.
- Establish and manage a transparent scheme identification and prioritisation framework balancing safety, cost effectiveness, environmental impact, network performance and community needs.
- Lead the planning and delivery of traffic management and parking programmes, ensuring projects meet quality, time and budget objectives, with robust risk management and performance reporting.
- Oversee procurement processes and manage consultant performance to secure high-quality, value-for-money outputs.
- Act as a primary point of contact for public and stakeholder engagement related to traffic management schemes and strategic plans, ensuring transparent and professional responses.
- Prepare high-quality briefing notes, options papers, business cases, consultation recommendations and technical reports for senior leadership and elected members.

- Ensure all activities comply with relevant legislation and standards, including the Highways Act and Road Traffic Regulation Act, and uphold health and safety requirements.

## **Contacts and Communication**

You will:

- Provide clear, authoritative and evidence-based advice to Ministers, Tynwald Members, senior officers, local authorities and partner agencies on traffic management and parking matters.
- Build strong, trusting relationships across Government, communities, businesses, transport operators, consultants and professional bodies.
- Represent the Department at public meetings, professional forums, working groups and stakeholder events.
- Present complex technical and policy information in a clear, accessible and persuasive manner for technical and non-technical audiences.

## **Problem Solving and Decision Making**

You will:

- Analyse and resolve complex traffic management, network performance and parking issues using evidence-based judgement and professional expertise.
- Balance safety, movement, place, environmental, financial and political considerations when recommending interventions and regulatory changes.
- Provide timely, transparent and well-reasoned recommendations under public or political scrutiny.

## **Autonomy**

You will:

- Operate with a high level of professional autonomy as the Government's lead authority on traffic management and parking.
- Set technical and policy positions within statutory and strategic frameworks.
- Manage sensitive or high-impact cases with discretion, escalating only where appropriate.

## **Management of Resources**

You will:

- Lead and coordinate multi-disciplinary project teams and external consultants to deliver high-quality professional outputs.
- Provide mentoring, coaching and professional support to colleagues, helping build capability across Highway Services.
- Ensure compliance with financial procedures, health and safety, equality and quality management requirements.

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## Budget

The post holder is not a budget holder. The post holder has delegated authority to authorise invoices and orders to the value of £50,000.

## Competencies

### Representation and Corporate Contribution

The role holder will represent the Highway Services Division in a range of settings, forums, committees, working groups and events. It is expected that the role holder will be a committed ambassador of the Highway Services Division and the work that it seeks to achieve. More specifically they will be required to:

- Liaise regularly with staff within the DOI, other government departments and statutory boards to determine an appropriate level of resource to deliver their requirements.
- You are required to represent the Department and Government in various committees and meetings with key external stakeholders, pressure groups, businesses and politicians.

### Provision of advice

The role holder will be a source of information and advice to other officers, both senior and subordinate. You will be the senior and lead technical expert for the division and will take on appropriate leadership in this area.

### Performance Management & Improvement

All Civil Servants have a personal responsibility for performance management. The role holder will be expected to contribute to their annual performance development review and interim performance reviews. The role holder will also ensure subordinates comply with the Scheme as directed by the DoI.

Regular meetings should be held with line managers/reporting staff and six-monthly interim reviews are encouraged by the DoI. These are specifically designed to deliver the aims and objectives of the DoI. The role holder is responsible for ensuring that subordinates understand their contribution to the team, the DoI and the Government as a whole.

### Reporting Framework

The role holder reports to the Network Planning Manager of the Highway Services Division, Department of Infrastructure.

The Network Planning Manager, as Line Manager, is responsible as Reporting Officer for the implementation of, and compliance with, the provisions of the Isle of Man Civil Service Performance & Development Review Scheme.

As Reporting Officer, the Network Planning Manager will ensure that in line with the timescale set out in the scheme, amongst other things, an annual:

- Personal Delivery Plan and a Personal Development Plan is agreed with the job

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- holder;
- Review and assessment of the role holder's performance and competency/behaviours is made; and
- Performance and Development Review meetings are conducted.

### **Management Authority under relevant procedures**

The delegation of Management Authority for Officers graded at D600 level within the Department has been granted by the Chief Executive and:

- is to be exercised in respect of the staff within their individual span of control
- is applied with the express agreement of the Chief Executive of any member of the Department.

| <b>Civil Service</b>   | <b>Authority of role holder</b>                                                                                                                                                                                                       |
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| Disciplinary Procedure | <ul style="list-style-type: none"> <li>• To hear cases involving alleged gross misconduct</li> <li>• Dismissal</li> <li>• Suspension</li> <li>• Up to Final Written Warning</li> <li>• Appeals up to Final Written Warning</li> </ul> |
| Capability Procedure   | <ul style="list-style-type: none"> <li>• Up to Stage 3 - Dismissal</li> </ul>                                                                                                                                                         |
| Grievance Procedure    | <ul style="list-style-type: none"> <li>• Up to Stage 3</li> </ul>                                                                                                                                                                     |

### **Health & Safety**

The role holder will be responsible for his/her own health and safety and the impact of his/her actions on others. They will be responsible for identifying any possible risks or near misses to a responsible manager and/or the Health & Safety Review Group of the Highway Services Division.

### **Integrity**

All staff of the Department of Infrastructure are expected to recognise that the everyday business of the Department requires the highest level of personal integrity. Each role holder has a personal responsibility to maintain the confidentiality of all business and to uphold such confidences both in administering the business within and outside of work.

As a member of Department of Infrastructure, the role holder represents the Department in a wide range of settings. It is expected that they will be a committed ambassador of the Division and the work that it seeks to achieve.

### **Our values**

The Department of Infrastructure observes a set of six values which underpins our behaviours and our interaction with each other and our customers. We strive to do our best at all times and take pride in working as a team to deliver excellent services across the Island. Our values are highlighted below:



**Communication** - Everyone has a way to hear and be heard, listen and be listened to

**Respect** - Appreciate the views and skills of others, recognising differences

**Teamwork** - Take pride in working together to deliver high quality services

**Recognition** - Treat people fairly, praise a job well done, care and support each other

**Trust** - Trust and encourage to be the best we can be, giving support where needed

**Customer Service** - Treat our customers as we would like to be treated ourselves

| Person Specification                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               |                                                         |                                                                                                                  |
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| Attributes                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         | Essential (E)<br>or<br>Desirable (D)                    | Method<br>of<br>Assessment                                                                                       |
| <b>Credibility</b> <ul style="list-style-type: none"> <li>A degree or equivalent qualification in a relevant engineering, transport, planning or related discipline.</li> <li>Chartered or Incorporated Membership of a relevant professional institution (e.g., CEng/IEng/MIHE/MCIHT/CMILT or equivalent) or demonstrable equivalent professional standing appropriate to a principal authority role.</li> <li>Evidence of continuing professional development relevant to traffic management, parking, sustainable transport and/or road safety.</li> <li>Master's degree or equivalent postgraduate qualification in a relevant discipline.</li> </ul>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          | E<br><br><br>E<br><br><br>E<br><br><br>D                | CV/Pre-employment checks<br><br>CV<br><br><br>CV<br><br><br>CV                                                   |
| <b>Capability</b> <ul style="list-style-type: none"> <li>Significant post-qualification experience leading traffic management, parking and/or network performance improvement activities.</li> <li>Demonstrable experience operating as a principal professional adviser / senior authority for traffic management and/or parking, including setting technical positions and advising senior decision-makers.</li> <li>Proven ability to lead complex projects and programmes to time, quality and budget, including effective risk and performance management.</li> <li>Demonstrated success in developing, owning or materially shaping strategy, policy, standards or technical guidance in traffic management, parking and/or network performance.</li> <li>Expert knowledge and understanding of traffic engineering scheme development, including (as relevant to the Island context) parking, bus priority, cycling/active travel integration, capacity and junction improvements, road safety interface, urban design and public realm.</li> <li>Strong evidence-led capability to diagnose network issues, appraise options and recommend priorities, balancing safety, movement, place, environment/carbon, affordability and community needs.</li> <li>Experience commissioning and managing</li> </ul> | E<br><br>E<br><br>E<br><br>E<br><br>E<br><br>E<br><br>E | CV/Interview<br><br>CV/Interview<br><br>CV/Interview<br><br>CV/Interview<br><br>CV/Interview<br><br>CV/Interview |

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| <p>consultants and multi-disciplinary teams to deliver high-quality, cost-effective outputs.</p> <ul style="list-style-type: none"> <li>• Ability to prepare and present elected member grade reports, briefing notes, options papers, business cases and consultation recommendations.</li> <li>• Strong capability in collecting, analysing, presenting and disseminating complex data and developing performance indicators for network management and parking.</li> <li>• Sound understanding of traffic legislation, standards and best practice and ability to ensure compliant service delivery.</li> </ul>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           | E | CV/Interview   |
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| <p><b>Character</b></p> <ul style="list-style-type: none"> <li>• Confident, credible communicator able to explain complex traffic management and parking issues clearly to the public, stakeholders and elected members, including the rationale for difficult trade-offs.</li> <li>• Demonstrates political awareness and professional resilience; able to maintain balanced, defensible positions on high-profile or contentious traffic and parking matters.</li> <li>• Proven ability to lead inclusive and transparent engagement on sensitive schemes, responding constructively to challenge and sustaining public trust.</li> <li>• Strong leadership, coaching and mentoring skills that build professional capability and consistency of approach across Highway Services.</li> <li>• Demonstrates sound judgement and integrity when balancing safety, network performance, town centre vitality, active travel, environmental and affordability considerations.</li> <li>• Able to work on own initiative with minimal supervision, prioritise effectively, and manage competing demands and sustained workload pressures. Resilient, energetic, and passionate about improving community safety</li> <li>• Demonstrates commitment to a high quality, customer-focused public service and continuous improvement in network management and parking outcomes.</li> <li>• Demonstrates understanding of equity, diversity and inclusion in service design and consultation approaches.</li> </ul> | E | CV/Interview   |
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| <p><b>Circumstances and Interests</b></p> <ul style="list-style-type: none"> <li>• Isle of Man Worker</li> <li>• Full valid driving licence and access to own</li> </ul>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     | D | Application    |
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| vehicle <ul style="list-style-type: none"> <li>• Willingness to work outside normal hours when required</li> </ul> | E | checks<br>CV/Interview |
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