



Senior Drainage Design Engineer

Department of Infrastructure

Grade D600 Pay Band 25

What will you do?

The Department of Infrastructure plays a vital role in supporting the Island's economy and quality of life by managing and maintaining the Isle of Man's essential assets — including highways, harbours and the airport. Within the Department, the Highway Services Division delivers safe, efficient and sustainable transport infrastructure that keeps the Island moving. Our priorities include improving connectivity, promoting active travel, and enhancing environmental sustainability.

We are committed to providing a high-quality, resilient transport network that meets the highest standards of engineering and safety while delivering value for money. Our culture is built on open communication, respect, teamwork and trust. We support each other, recognise good work, and empower everyone to perform at their best. Above all, we put our customers at the heart of what we do, creating transport solutions that benefit our communities now and for the future.

In this role, you will:

- Deliver and support the drainage design programme for highway and infrastructure schemes.
- Act as a senior technical specialist in highway drainage and surface water management.
- Undertake and review drainage designs, ensuring compliance with relevant standards and best practice.
- Support development control activities, including the assessment of drainage proposals associated with planning applications.
- Provide technical advice and represent the Department at meetings with internal and external stakeholders.
- Support the development of junior staff through mentoring and knowledge sharing.

What does that involve?

The primary purpose of this role is to deliver high-quality highway drainage design services, including the design and assessment of carriageway drainage systems, surface water management, and sustainable drainage systems (SuDS).

The post holder will contribute to the development of safe, efficient, and resilient drainage solutions that protect the highway asset, manage flood risk, and support the Island's transport network and economic growth. The role also supports the review of drainage proposals submitted as part of planning applications.

The job holder will report to the Design Team Leader and is responsible for ensuring that all drainage designs are technically robust, maintainable, and compliant with relevant standards, legislation, and health, safety, and environmental requirements.

Key responsibilities and accountabilities include:

Service Delivery:

- Plan and deliver drainage schemes including Sustainable Drainage Systems (SuDs) and flood mitigation.
- Ensure compliance with technical standards and regulations.
- Provide technical assurance and approval of complex drainage designs.
- Manage presentation of projects to senior management, politicians, and external stakeholders.

Development Control (Planning):

- Assess planning applications for drainage and flood risk impacts.
- Review drainage strategies, Flood Risk Assessments (FRAs) and SuDS proposals.
- Provide technical consultation responses to the Planning Authority.
- Negotiate drainage solutions with developers.

Leadership and Management:

- Supervise Graduate Engineers and Technicians, providing guidance and mentoring.
- Support professional development of junior members of the team.
- Promote continuous improvement and best practice in drainage design.

Financial and Resource Management:

- Authorise invoices and procurement orders up to £5,000 in line with financial regulations.
- Assist in managing resources to deliver projects on time and within budget.
- Ensure compliance with financial regulations and ISO standards.
- Support procurement and preparation of contract documentation.

Representation and Advice:

- Provide specialist advice on highway drainage and surface water management to senior managers, committees, and external bodies.
- Liaise with statutory authorities, contractors, and consultants to coordinate design and delivery.
- Represent the Division at meetings, working groups, and public forums.

Specialist Work:

- Prepare documentation for statutory approvals and technical submissions.
- Contribute to flood resilience and asset management initiatives.
- Ensure compliance with health, safety, and environmental management systems.

Contacts and Communication

The Senior Drainage Engineer will act as a key technical contact within the Design Section, maintaining effective communication with a wide range of stakeholders to support both design delivery and development control functions. Internally, they will work closely with Design Team Leaders, Graduate Engineers, Technicians, and administrative staff to coordinate design programmes and manage resources. Across government, they will liaise with other departments and statutory boards to ensure compliance with standards and secure necessary approvals. Externally, they will engage with contractors, consultants, suppliers, planning inspectors, politicians, and members of the public to provide technical advice and updates.

Communication will take place through formal meetings, committees, and working groups, as well as written reports, technical specifications, and policy documents. Day-to-day coordination will be managed through email correspondence, telephone discussions, and face-to-face consultations, including site visits for project reviews. The post holder will use strong interpersonal and influencing skills to build relationships, explain complex technical issues clearly to both technical and non-technical audiences, and manage sensitive matters professionally.

Problem Solving and Decision Making

As a Senior Engineer you will lead the technical delivery of highway drainage design and assessment, including interpretation of survey data and drainage modelling outputs to develop compliant solutions

You will investigate and resolve design discrepancies, delays, and stakeholder concerns, preparing clear technical reports and recommendations. This will involve liaising with internal teams, external contractors, statutory authorities, and other government departments to gather information, validate assumptions, and ensure coordinated progress.

Working Together for the Isle of Man

Applying sound engineering judgement, you will assess technical data, evaluate alternative design options, and recommend procurement or delivery approaches where appropriate.

Matters that carry significant financial risk, broader political sensitivity, major programme impacts, or critical health and safety implications will be escalated to the Design Team Leader for review and direction.

Autonomy

As a Senior Engineer, you will operate with a high degree of autonomy, applying your advanced technical knowledge and professional judgement to progress projects efficiently and to a high standard. You will independently identify and resolve complex technical issues, develop and refine design solutions, and proactively organise work programmes to maintain delivery momentum. This includes making day-to-day operational decisions such as selecting the most appropriate engineering methodologies, optimising design details to suit site-specific constraints.

You will operate with substantial professional autonomy within the framework of government policies, design standards, health and safety regulations, and established departmental quality management procedures. While your work will be guided by statutory requirements and organisational processes, you will manage day-to-day design activities to ensure timely delivery of projects up to several million in value.

You will be expected to balance technical viability, cost-effectiveness, sustainability, and safety considerations in your decision-making, ensuring that your design outputs align with relevant standards, client expectations, and project objectives without the need for continuous oversight.

Management of Resources

The post holder will be responsible for managing and supervising a small team of Engineers, Graduate Engineers and Civil Engineering Technicians on a day-to-day basis. This includes allocating tasks, checking designs, monitoring progress, and providing guidance to ensure compliance with technical and safety standards. They will also assist with the continued professional development of team members, offering training on design procedures, health and safety requirements, and the use of design software such as AutoCAD, Civil 3D, and Causeway Flow.

In addition to staff management, the post holder will have financial responsibilities, including authorising invoices and procurement orders up to a value of £5,000 and preparing contract documentation for projects within the annual design programme. They will be involved in specifying and procuring site investigations and ensuring compliance with government financial regulations and capital procedures. While the post holder has discretion over routine resource decisions, significant financial commitments or contractual changes will be referred to the Design Team Leaders for approval.

Budget

The post holder has delegated authority to authorise invoices and orders to the value of £5,000.

Competencies

All staff within the Department of Infrastructure are expected to uphold the highest standards of personal integrity. The post holder has a personal responsibility to maintain confidentiality in all aspects of departmental business and to protect sensitive information both within and outside the workplace.

As a member of the Highway Services Division, the post holder represents the Department in a wide range of settings, including meetings with other government departments, statutory boards, contractors, and members of the public. It is expected that they will act as a committed ambassador for the Division, promoting its objectives and maintaining professional credibility at all times.

The job holder reports to the Design Team Leader, who act as the line manager and 'Reporting Officer' for the implementation and compliance with departmental provisions for Performance and Development. Regular reviews will ensure alignment with objectives, professional standards, and continuous improvement.

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.

Civil Service	Authority of role holder
Disciplinary Procedure	Up to Written Warning, Formal Oral Warning
Capability Procedure	Up to Stage 2
Grievance Procedure	Up to Stage 2

Performance management and improvement

The role holder has 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.

Health and Safety

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

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

Attributes	Essential (E) or Desirable (D)	Method of Assessment
Credibility • A degree in Civil Engineering • Chartered Civil Engineer (or be working towards) • Membership of the Institution of Civil Engineers or equivalent. • NEBOSH Construction Certificate or similar H&S Qualification. • Member of an appropriate Health and Safety organisation (MaPS, IOSH). • Evidence of continuing career development and training. • Has open conversations. • Addresses the issues. • Builds supportive relationships. • Is professional and credible	E E E D D E E E E E	CV CV CV CV Interview Interview Interview Interview Interview
Capability • Significant experience in the design and assessment of highway drainage systems, including feasibility, outline and detailed design. • Experience of surface water management, SuDs and flood risk considerations in a highway's context. • Experience of reviewing planning applications, drainage strategies, FRAs and SuDS submissions. • Preparation of Design Risk Assessments. • Project management experience – controlling, monitoring, and delivering projects on time and to budget. • Experience of cost estimating, cost monitoring and cost control in a construction environment. • Effective leadership, organisational and motivational skills. • Knowledge of IOM Government Financial Regulations. • Knowledge of the Construction (Design and Management) Regulations. • Demonstratable experience of IOM Government Procedure Notes for Construction Projects.	E E D E D D E D E D	CV/Interview CV/Interview CV/Interview Interview Interview Interview Interview Interview Interview

• Experience of supervising works on site. • Proficient in the use of AutoCAD and drainage design software (e.g. Causeway Flow, MicroDrainage etc.). • Experience with Design Manual for Roads and Bridges, Manual of Contract Documents for Highways Works & other Relevant Drainage Standards. • Ability to work within both technical and non-technical teams. • Computer literate with good working knowledge of Microsoft packages including Excel, Outlook and Word. • Through knowledge of CDM and H&S Regulations. • Future focused. • Makes considered decisions. • Encourages innovation and supports change. • A good team worker.	D	Interview
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	E	CV/Interview
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	E	Interview
Character • Able to relate to and win confidence of colleagues. • Excellent communications skills to be able to discuss problems, explain clearly what is required and maintain good relationships with clients, colleagues and the public. • Self-motivated with the ability to work to a high degree of accuracy and reassess priorities to ensure deadlines are met. • Reliable with proven flexible approach to work – able to respond positively to changing demands. • Ability to work effectively with politicians/senior civil servants. • Strong interpersonal and influencing skills. • Calm and controlled under pressure. • Effective team player. • Self-reliant, resilient and decisive. • Trust and is trusted. • Has positive energy and drive. • Inspires, motivates and empowers.	E	Interview
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Circumstances and Interests • Isle of Man Worker • Full, valid driving license	D	Application
	E	Pre-employment Checks