**Job description**

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| **Job title:** | Head of Engineering & Infrastructure | | |
| **Department:** | Infrastructure & Operations | **Location:** | Falkirk or Glasgow Blended working |
| **Contractual Status:** | Permanent | **Salary Band:** | £65-£74k |
| **Line Manager:** | Director level | **Job Code:** |  |

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| **1. Job purpose**  The Head of Engineering & Infrastructure leads on ensuring that our canal assets are resilient, accessible, sustainable, and relevant for people, communities and customers. The Head of Engineering & Infrastructure is responsible for devising Scottish Canals Asset Management Strategy and Plans seeking to realise best value from the Capital Investment Programme. They will oversee project management and delivery including identifying and securing contractors and partners. Compliance, risk management and continuous improvement are key priorities.  The Head of Engineering & Infrastructure provides leadership of the technical discipline to oversee complex asset improvement and maintenance of heritage canal infrastructure. An important aspect is continuing to build the external networks, leading senior level relationships with key partners to ensure we are innovative, creative, and collaborative.  As a member of the Senior Management Group, the Head of Engineering & Infrastructure contributes to promoting Scottish Canals’ vision, values and reputation and contributing to the priorities identified through the Corporate Plan. |

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| **2. Dimensions**  The Head of Engineering & Infrastructure will lead a team of six managers, plus additional consultancy support, placements, and volunteers with budget responsibilities of c. £12m capital per annum. |
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| **3. Context**  The role leads the Engineering & Infrastructure team, working collaboratively with colleagues and partners delivering a diverse and complex range of projects to realise Scottish Canals strategic goals.  The role will report to the Project Assurance Committee, Business Delivery Committee, Executive Management Team and ultimately the Board. |

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| **4. Principal accountabilities**   * Developing Scottish Canals’ Asset Management Strategy and Plan which is evidence led and aligns to corporate strategy and contributes to the Scottish Government’s National Performance Framework as well as the UN Sustainable Development Goals. * Building and nurturing partnerships which support Scottish Canals’ plans to enhance canal infrastructure, specifically acting as principal contract manager for all infrastructure and maintenance works. Involving and consulting with relevant business owners internally. * Technical expert and advisor for Scottish Canals including Duty Engineer as part of Standby and Call Out arrangements. * Creating and shaping programmes of projects to realise strategic intentions, mitigate risk and promote solutions whilst maintaining heritage canal assets. Sponsoring project development and seeking the necessary internal and external approvals. Ensuring delivery is to the appropriate level of quality, on time and within budget, in accordance with the programme plans and programme governance arrangements. * Keeping abreast of all industry trends, developments, and legislation on construction and road, rail and water transport. * Defining KPIs, management information and reporting driving continuous improvement e.g., asset health. Ensure accurate and timely reporting is provided to the relevant stakeholders and ensure any statutory, internal, or external reporting is provided on time, validated and accurate. * Ensure appropriate policies, standards and targets are in place and communicated across the organisation, and with suppliers, and stakeholders. |

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| **5. Key performance measures**   * Programmes and projects successfully delivered on time, within agreed budget and in driving towards Net Zero carbon. * Asset inspection regimes including compliance with legislation and reducing risk relating to heritage assets and impacting on resilience of the canal network. * Effective engagement with internal and external colleagues leading to successful stakeholder contribution. * Health & Safety and wellbeing compliance including audit and review. * Effective allocation of resources and skills. |

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| **6. Knowledge, skills, and experience**   * Proven experience of successfully delivering complex engineering and infrastructure projects and associated managing risk. * Degree and professional qualification, ideally chartered engineer status e.g., ICE, IEE or MAPM. * A track record in effective programme and project management, from ideas to implementation for medium-to-long term asset management. * Building effective relationships that generate confidence, respect, and collaborative working at all levels, and at senior levels, operating with sensitivity and political acuity. * Exceptional leadership skills, able to motivate and inspire others. * Creativity and innovation, ability to lead and drive change to support the transformation of the canal network for multiple users and in response to climate change. * Experience and understanding of the application of sustainability principles in managing heritage infrastructure, complex water supply and management network. * A track record of working with developers, contractors, and supply chain. * Strong analytical skills, focused on evidence and insight, able to interpret and contextualise complex information and situations to identify solutions. * Strives for continuous improvement, innovation, and efficiency, taking responsibility for managing and improving all relevant standards, policies, processes, and governance relating to the role. * Excellent organisational skills and able to demonstrate determination, focus and self-awareness needed to sustain effectiveness. |

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| **7. Key relationships**   * Scottish Canals Executive Management Team. * Scottish Canals Board of Directors. * Finance, Procurement, Operational teams. * External stakeholders. * Scottish Government. |

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| **8. Organisation chart** |

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|  | **Signature** | **Date** |
| **Approved by People team:** |  |  |
| **Approved by line manager:** |  |  |
| **Approved by job holder:** |  |  |