



OUR VISION

'TO BE A COMPANY PEOPLE ASPIRE TO WORK FOR, WHERE WE WILL ALWAYS DELIVER THE BEST EXPERIENCE FOR OUR CUSTOMERS'.

ROLE DESCRIPTION

TITLE

GRADUATE ENGINEER

REPORTING TO

LINE MANAGER AND SITE MANAGER

TEAM

DIVISIONAL

FUNCTION

ENGINEERING

JOB PURPOSE & CONTRIBUTION TO THE ORGANISATION

Develop and apply knowledge and skills within the business. Make decisions and develop your confidence and ability as an engineer with support from your site manager and colleagues. The level of accountability and support will be dependent upon the size and complexity of the project.

ROLE ACCOUNTABILITIES (Specific accountabilities for the role)

- Understand project requirements (drawings, specifications, etc) and provide setting out information to the workforce/sub-contractors in a suitable clear, concise and timely manner.
- Check accuracy of construction operations to ensure compliance with provided information, seek and provide clarification/guidance where required.
- Ensure quality control requirements are met and recorded through compliance and management of the Inspection and Test Plan and accurate recording of As-Built information.
- Prepare reports, method statements, risk assessments and approval documents with support as required.
- Organise (as appropriate), supervise and manage site activities in line with RAMs, ensuring a high standard of health, safety and environmental compliance.
- Provide input to proposals, work schedules, value engineering and general improvements.
- Assist the site team with running and managing site to deliver the project to a high standard.
- Ensure adherence to legal requirements and company procedures.
- Proactively seek to improve safety standards and promote a positive safety culture.



- Be sufficiently aware of contractual requirements - clarify where necessary including maintaining accurate records to assist in commercial recovery where appropriate.
- Identify problems and seek the most efficient construction solutions.
- Ensure labour (if applicable), plant, and material requirements are procured, reconciled and managed through implementation of Evision.
- Support the divisional team in Marketing, Business Development, Work Winning and other requirements.
- Proactively engage with project communities to promote construction as a positive career choice, create favourable relationships with stakeholders, and enhance Knights Brown's reputation, gaining support from the wider team as needed.

INDIVIDUAL ACCOUNTABILITIES (Generic accountabilities for all roles)

- Represent and promote the company in a professional manner
- Understand our business strategy and your personal contribution to achieving our six point plans
- Be clear on your responsibilities and strive to deliver what is expected, taking time to think, plan, and reflect on progress.
- Actively contribute to improving our business through our Right Works programme.
- Help others to succeed and acknowledge the success of others.
- Understand your personal responsibilities to maintaining our HSQE standards.
- Understand our company policies and procedures and recommend improvements.
- Understand how your actions impact positively and negatively on our reputation.
- Allow our guiding principles to guide you in your work.
- Challenge how things are done to improve productivity.
- Exploit opportunities to learn.
- Challenge behaviours that do not create an inclusive environment.

COMPETENCIES

GUIDING PRINCIPLE	INDIVIDUAL BEHAVIOURS
FOSTER TEAM SPIRIT. We are stronger together	Works effectively with others in the team and help each other to succeed.
INSPIRE CONFIDENCE AND ADMIRATION. We build respect through trust	Conscientiously delivers for our customers and other stakeholders. Be an ambassador for Knights Brown.
FACE CHALLENGES WITH ENTHUSIASM. We are adventurous, encouraging, creative and open minded	Takes ownership of and resolves straightforward problems quickly and effectively. Seek support when appropriate.
BUILD OPEN AND HONEST RELATIONSHIPS. We listen to what others have to say	Listens to others. Builds good working relationships with colleagues and people we interact with.
ADD VALUE THROUGH SIMPLICITY. We are straightforward and uncomplicated	Communicates concisely. Makes timely decisions. Works within understood processes and procedures and implements Right Works

	putting forward suggestions for improvements.
TAKE PRIDE IN SUCCESS. We challenge the way we work to find a better way	Takes pride in achievement. Tackles objectives with energy and enthusiasm.

