

Competence Framework - Asset Management

Legal/ Regulatory - Ability
 Performance Management
 Risk Management
 Financial Management
 People Management
 Business Awareness
 Report Writing
 Risk Balancing
 Strategic Thinking
 Decision Making
 Convergent/ Divergent Thinking
 Business Continuity
 Communication

Legal/ Regulatory - Appreciation
 Sustainable Energy Management
 Lifecycle Management
 Whole Life Costing
 Monte Carlo Risk Assessment
 Prince2/MS Project

Legal/ Regulatory - Experience
 Project Management
 Contract Management

Legal/ Regulatory - Knowledge
 Highways Law
 Street Works Law
 Environmental Law
 Insurance Law
 OJEU Procurement
 Statutory Law Orders
 Regulations - CDM
 Emergency Planning
 Data/Information Management
 Procurement Management
 Research

Technical - Appreciation
 Geometric Design
 Road Restraint Systems
 Material Engineering
 Highway Engineering
 Bridge Structural Engineering
 Drainage Engineering inc. SUDs

Technical - Experience
 Operational (Service) Delivery

Technical - Knowledge
 Value Engineering
 Network Management
 Traffic Management
 Work Cost Estimates
 Purchase Order

Director

Skill 1
Appreciation

Skill 2
Knowledge

Skill 3
Experience

Skill 4
Ability

ICT - Experience
 IT Application User - Agresso

ICT - Appreciation
 IT Application User - Symology
 IT Application User - AutoCad

Skill 1
 At this level staff should have a general understanding of this area of work and the basic relevance and importance of the topic.

Skill 2
 In addition to having a general awareness of the topic, this level requires staff to know how work is carried out in this field, and to be able to do so with guidance and supervision.

Skill 3
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Technical - Experience

- Geometric Design
- Work Cost Estimates
- Purchase Order

Technical - Ability

- Operational (Service) Delivery

Technical - Knowledge

- Road Restraint Systems
- Value Engineering
- Material Engineering
- Highway Engineering
- Bridge Structural Engineering
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- Network Management
- Traffic Management

Group Manager

- Skill 1 Appreciation**
- Skill 2 Knowledge**
- Skill 3 Experience**
- Skill 4 Ability**

ICT - Knowledge

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Technical - Ability

- Operational (Service) Delivery
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Technical - Experience

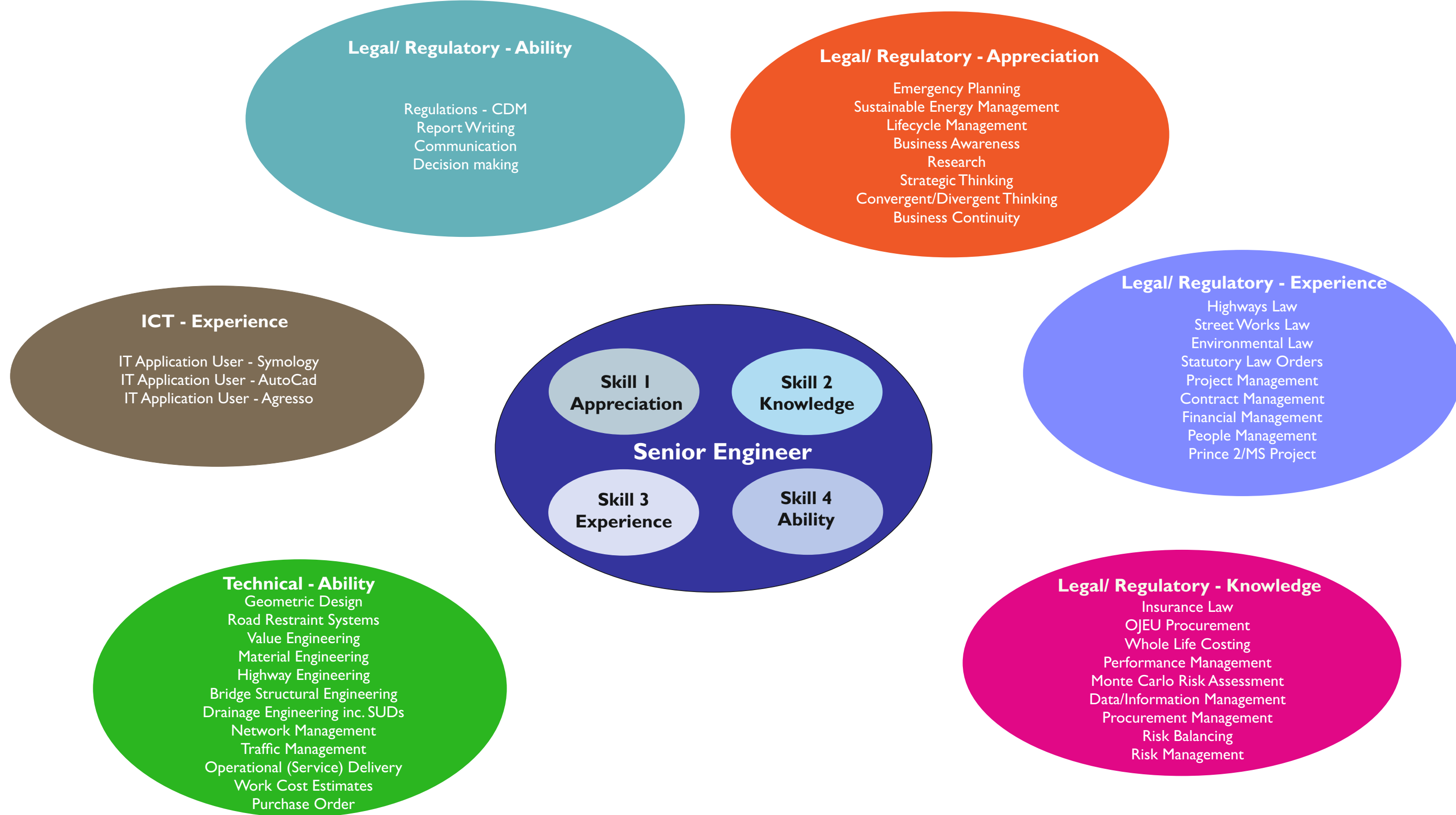
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Engineer

**Skill 1
Appreciation**

**Skill 2
Knowledge**

**Skill 3
Experience**

**Skill 4
Ability**

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Technical - Ability
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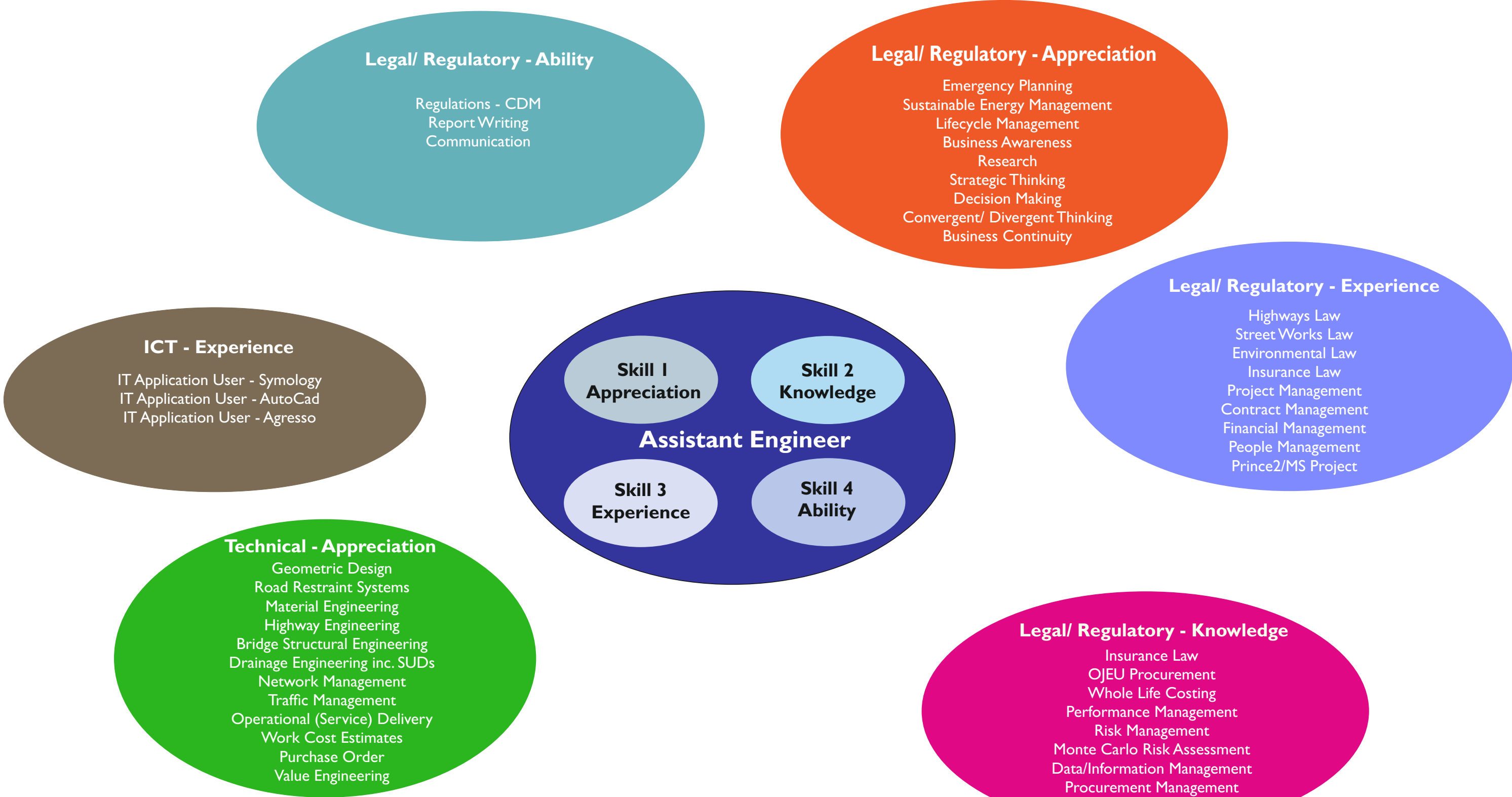
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Technician

Skill 1 Appreciation **Skill 2 Knowledge**

Skill 3 Experience **Skill 4 Ability**

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Decision Making
Communication

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Highways Inspector

**Skill 1
Appreciation** **Skill 2
Knowledge**

**Skill 3
Experience** **Skill 4
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