



HISTORIC
ENVIRONMENT
SCOTLAND

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ALBA

Civil / Structural Engineer

Closing Date: 22nd February 2023, midday

Expected Interview Date: w/c 6th March 2023

Recruitment Reference:

HES/22/243b

Starting Salary:

£36,018 per
annum

Salary Range:

£36,018 - £41,866
per annum

Pay Band:

D

Directorate:

Operations

Location:

Longmore House
and flexible
working from
home options
available

Line Manager:

Kashif Ashraf,
Senior Civil
Engineer

Contract Type:

Permanent

Working Hours:

Full time, 37 hours
per week

Thank you for your interest in the post of Civil / Structural Engineer with Historic Environment Scotland, based at Longmore House. This is a permanent and pensionable appointment. Please note, we are able to sponsor a visa under the Skilled Worker Visa for this role.

The position is for an experienced Civil / Structural Engineer to join our Technical Resources team. You will provide advice in the form of site inspections, surveys, reports, designs and drawings. This will include tender and contract management to works on properties in the care of the Scottish Government.

About us

We are the lead body for Scotland's historic environment; a charity dedicated to the advancement of heritage, culture, education and environmental protection. We're at the forefront of researching and understanding the historic environment and addressing the impact of climate change on its future. We investigate and record architectural and archaeological sites and landscapes across Scotland and care for more than 300 properties of national importance. We have a People Strategy, which is an overarching strategy to ensure we support and develop staff within the organisation.

Our Vision

Our vision is that Scotland's historic environment is cherished, understood, shared and enjoyed with pride by everyone.

Our Priorities

- The historic environment makes a real difference to people's lives
- The historic environment is looked after, protected and managed for the generations to come.
- The historic environment makes a broader contribution to the economy of Scotland and it's people
- The historic environment inspires a creative and vibrant Scotland
- The historic environment is cared for and championed by a high performing organisation.



Overview of the post and information about the team

This post is with the Technical Resources Unit, which is part of the Operations Directorate. The unit is multi-disciplinary and includes professionals in Civil & Structural Engineering, Mechanical & Electrical Engineering, Quantity Surveying, Landscape and Compliance disciplines.

You will work alongside three other Civil / Structural Engineers based in Longmore House in Edinburgh. You will have primary responsibility for civil and structural engineering duties on properties in the care of the Scottish Ministers. Engineering advice is provided country-wide on historic buildings and structures for the four Operations Directorate Regions within Historic Environment Scotland. The post holder will work closely with the Senior Civil Engineer in providing civil and structural engineering support on projects and conservation cases across the estate.

The engineering team has primary responsibility for a diverse range of civil and structural engineering duties on over 300 properties in the care of Scottish Ministers. These range from standing stones, cairns and brochs, tower houses, fortified structures and castles, to later structures such as a lighthouse, a gasworks and a distillery. Historic Environment Scotland's responsibility typically extends to include the drainage, car parks, bridges, coastal and riverbank protection works and other structures associated with public access to these properties.

The team you will be based in will comprise of a Senior Civil Engineer, two Civil/Structural Engineers and an Assistant Civil Engineer.

Key responsibilities and duties

The main duties of this post include:

- The provision of engineering advice in the form of inspection reports, designs and details for work on the properties in care.
- Planning, organising and carrying out civil and/or structural inspections and surveys (visual, total station, laser scanning etc). This will involve working outdoors and at height.
- Fulfilling an advisory role in providing engineering input into PIC condition surveys and establishing and maintaining structural movement monitoring systems and databases.
- Provision of civil and structural engineering specifications and contract documents for engineering works in conjunction with the Estate Design. Provision of contract documents for the appointment of Consulting Engineers in conjunction with the Procurement Unit.
- Project team membership with responsibility for the design and site supervision of civil and/or structural engineering works including geotechnics, structures, water and drainage services, marine works, roads and bridges, etc.



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- Contract or project management of specific engineering projects including management of delegated budgets. This may include acting in the Client role in the appointment and monitoring of Consulting Engineers.
- Identification of project priorities and target setting in relation to overall Estate priorities and operating business plans.
- Tendering procedures for appointment of Term Civil & Structural Engineering Consultant if required. Commissioning and briefing the term consultant for input to specific projects.
- Identify and bid for budgets relating to the provision of civil and structural engineering services.
- To maintain an awareness of the current legislation, codes of practice, design principles, building conservation and health and safety matters relevant to the profession. To have an awareness of Listed Building and Scheduled Monument legislation, and to maintain continuing professional development.
- On occasion, to carry out the more complex conservation engineering related design calculations, and to countersign calculations or drawing details produced by other members of the Engineering Team.
- Provide civil and/or structural engineering advice to colleagues or HES Heritage Managers on privately owned Historic Buildings or Scheduled Ancient Monuments. This will involve the production of formal advisory or consultative reports.
- Provide input into engineering related policy issues and HES grant casework when required.
- You may be called upon to serve as an expert witness for civil and/or structural engineering matters at Public Local Inquiries.

Post Competencies

You will be assessed against these competencies during our selection process.

Core Competencies:

- Delivering excellent Service – Demonstrating a commitment to quality services
- Teamwork - Contributing to and supporting working together
- Planning and Organising - Putting plans and resources in place to achieve results
- Communication - Communicating appropriately and clearly
- Knowledge & Expertise - Applying and developing knowledge and expertise to achieve results - (See below for specific criteria)

Management Competencies:

- Achieving results - Focusing on the delivery of objectives
- Leading a Team/Project/Task – Focusing on leading a Team/Project/Task or developing people.



Knowledge, skills and experience

You will be required to demonstrate that you meet the requirements and qualifications below as part of the selection process.

Essential requirements:

- A demonstratable knowledge and experience of structures, building works, drainage and other civil engineering works, including in the context of traditional and historic structures.
- A working knowledge of project, contract and financial management in relation to civil and structural engineering projects and budgets.
- A demonstratable record of managing and being accountable for civil/structural design projects.
- Well-developed IT skills, including use of Microsoft Office, AutoCAD, Revit and other structural design packages.
- The job will require access to independent means of transport to access rural and remote locations

Desirable requirements:

- An understanding of building and archaeological conservation principles and the philosophy of conservation
- Familiarisation with structural surveys with total stations/laser scanning and managing point cloud data.
- Chartered or near Chartered status with either ICE or IStructE.

Qualifications & Professional Memberships:

- [SCQF Level 10 qualification](#) in Civil or Structural Engineering – **Essential**
- Chartered Civil Engineer (CEng) with Membership of the Institution of Civil Engineers (ICE) or Institution of Structural Engineers (IStructE) – **Desirable**
- Conservation Accreditation – Membership in Conservation Accreditation Register for Engineers (CARE) – **Desirable**



What we offer

We welcome applications from all nationalities, assuming that they have the right to work in the UK: applying for a job with us could open the door to a unique work environment. It will give you job satisfaction and excellent development opportunities, plus a competitive salary, 25 days paid holidays (rising to 30 days after 3 years' service) and 11.5 public holidays a year – pro rata for part time staff.

In addition we offer a great benefits package to our employees which includes:

- flexible working hours (where appropriate)
- special leave
- maternity/paternity leave
- adoption leave
- reimbursement for relevant professional subscriptions
- support for further education and personal development
- study leave for work related courses
- access to a learning resource centre

Health and welfare

We offer you access to:

- our Employee Assistance Programme – for confidential advice and counselling
- an occupational sick pay scheme
- discounts at some local authority leisure facilities
- access to a free Headspace membership
- interest free loans for bicycles and annual travel passes (see 'season ticket' below)
- reasonable adjustments when needed, as part of our Equalities policy

Staff discounts

You will receive:

- free entry to all of our properties (with up to three guests)
- free entry to English Heritage, Manx and Cadw properties
- 20% off purchases in our retail outlets

Season tickets

You can receive an advance to help with the cost of buying an annual season ticket for travel between home and work. The advance is then repaid from your salary over the life of the season ticket. Available to all permanent and fixed-term staff.



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How to apply for this post

You can apply on-line by visiting our website at <https://applications.historicenvironment.scot/>

Guidance on completing the application can be found in the 'Guidance notes for applicants' document, also available at the above website, which we recommend that you read, in conjunction with this Job Description.

Your application must arrive by the advertised closing date. Please note that when applying online, we will only be able to see your application once you fully submit it.

If you are unable to complete an online application form, please email recruit@hes.scot, quoting the job title and recruitment reference, and we will arrange for an application form to be sent to you.

Please note that, as we operate an electronic recruitment system, we will contact you via the email address that you provide in your application to inform you of the outcome of your application.

NOTE: we are able to sponsor a visa under the Skilled Worker Visa for this role. If you require visa sponsorship, then please note this on your application under 'Additional Information'. Please ensure that you meet all the relevant criteria for this visa which can be found on the gov.uk website [here](#). HES will cover all costs associated with visa application for the candidate.

For further information about the post, please contact Kashif Ashraf, Senior Civil Engineer via email at kashif.ashraf@hes.scot.

We welcome all applicants from under-represented groups within HES. We know from our [equality monitoring](#) that we need to increase our diversity in terms of ethnicity and disability. We also want to address occupational areas where the ratio is disproportionately in favour of women or men. We ask all applicants to complete the Equality Monitoring section of the recruitment paperwork to help us pursue a diverse and inclusive workforce. In support of our Gaelic language plan we welcome applications from Gaelic speakers.

Human Resources
Historic Environment Scotland