



Job Description

Job Title:	Head of Traffic Signals Technology and Design
Directorate/Team:	TfWM / Network Resilience / Traffic Signals Technology and Design
Location:	16 Summer Lane or other site/location
Responsible to:	Director of Network Resilience
Responsible for:	6 direct reports
Key working relationships: (internal)	Head of Network Operations and Planning, Head of Key Route Network, TfWM Integrated Transport Service, TfWM Delivery Directorate
Key working relationships: (external)	West Midlands Local Authorities, Midland Metro Alliance, Main Scheme Contractors, Traffic Signal Contractors

Purpose of the Post

To establish, lead, direct and co-ordinate TfWM's traffic technology responsibilities for network management across the West Midlands.

To provide specialist experience and technical expertise in directing and leading the creation, development and delivery of policy, initiatives and programmes to manage the region's current and future traffic signal, network control and Intelligent Transport System (ITS) requirements, ensuring customer service levels are met for all network users.

Accountabilities

Accountable for the strategic leadership, development and performance of traffic signal technology, network management systems and Intelligent Transport Systems (ITS) across the West Midlands. Responsible for ensuring that traffic signal design, operation and control activities support TfWM's transport, bus reform and mayoral priorities, whilst meeting national standards, safety requirements and customer service expectations.

Accountable for the effective management of people, budgets, resources, programmes and stakeholder relationships to deliver network performance improvements, operational resilience and value for money.

Responsible for providing expert technical advice to senior leaders and influencing regional partners to achieve coordinated traffic management and network optimisation outcomes.

Responsibilities

Strategic

- Establish, manage and lead the traffic signals technology design team providing mentoring, expert technical support, training, and general guidance within their work activities.
- Advise the Director of Network Resilience and senior management on all aspects of traffic signal network management, the implementation of ITS and the strategic direction for future network management.
- Provide strategic planning and decision-making expertise across TfWM and Network Resilience as TfWM seeks to evolve its remit as a delivery authority.
- Lead the approach regarding how TfWM directly controls and coordinates traffic network management, with a focus on public transport.

- Lead the development of the traffic signal network across the region to realise the benefits of TfWM's Bus Reform policy, working with local authorities to develop traffic signal network management strategies/systems/infrastructure that will achieve these policies.
- Lead the development and implementation of the TfWM traffic signals specification for the KRN and for routes where metro interacts with highways.
- Lead the development of network management plans for the KRN and local roads to support the delivery of mayoral priorities and bus reform.

People

- Develop, lead and deliver a specialist technical programme for the TfWM traffic signal apprentices liaising with partners, stakeholders and training providers to ensure compliance with training requirements whilst mentoring the apprentices to meet their goals.
- Prepare and deliver briefings, reports and presentations that are clear, accessible and appropriate for the intended audience including TfWM senior management, the mayors' office and local politicians.
- Engage and build relationships with local authority and National Highways traffic signal and Urban Traffic Control teams to deliver collaborative working and common operational objectives to improve operational performance and planning focussing on key KRN and Metro strategic and challenging locations

Operational

- Integrate the traffic signal team within Network Resilience and the Delivery Directorate and working across the organisation to increase TfWM's knowledge about traffic signal and ITS technology and design.
- Lead all traffic signal design input to ensure designs are fit for purpose and meet national standards to support the development of effective highway schemes impacting the KRN and other TfWM services especially for bus, metro and active travel.
- Provide expert traffic signal and network management operations support to the RTCC, Security and Policing and KRN teams for real time operations and for special and major events.
- Where agreed assume direct responsibility for the delivery of day-to-day real-time control of the regions traffic signal network via Urban Traffic Control systems meeting the national safety and performance standards implicit in the provision of this service.

Financial

- Manage budgets and resources effectively, ensuring that all expenditures are justified and aligned with TfWM strategies and priorities for the KRN and Metro.
- Identify funding opportunities and prepare funding applications for appropriate traffic signal and ITS design and engineering related solutions; monitoring and improving performance and providing monthly and quarterly reports where necessary.

Other

Person Specification					
Candidates/post holders will be expected to demonstrate the following:	Essential / Desirable		How Evidenced?		
Experience	E	D	A*	I*	T*
Proven track record in delivering complex, city wide traffic engineering solutions.	X				
Proven track record of successfully managing complex projects and programmes with significant budgets, interfaces, and dependences.	X				
Experience of delivering well balanced and consistent operational management decisions.	X				
Proven experience of managing traffic signal networks and urban traffic control systems to deliver successful network performance.	X				
Proven experience of developing and leading teams and projects including recruitment.	X				
Proven experience of establishing and managing complex contracts including the tender process to achieve successful outcomes.	X				
Skills / Knowledge	E	D	A*	I*	T*
Demonstrable capability to work in a sensitive political environment, and the ability to manage stakeholders both internal and external.	X				
Demonstrable experience in communication at a senior level, including the ability to present technical detail and project progress reports in an engaging and accessible manner.	X				
Demonstrable capability to engage and collaborate with stakeholders to achieve a common purpose against tight programme timescales.	X				
Demonstrable knowledge of Health and Safety responsibilities associated with traffic management schemes	X				
Qualification / Education / Training	E	D	A*	I*	T*
Educated to degree or HNC/HND or equivalent in Civil Engineering or other relevant discipline.	X				
Technical qualification in Traffic Engineering.	X				
Membership of a professional institution (e.g., MILT, MICE, or MCHIT) or aiming towards it.		X			
Basic DBS / Police Vetting or willing to obtain	X				

*Key: A = Application, I = Interview, T = Testing/Assessment

Core Expectations	
Health, Safety & Wellbeing	All employees have a duty to take reasonable care for the health, safety, and wellbeing of themselves and of other persons who may be affected by their acts or omissions at work; and co-operate with their employer so far as is necessary to enable it to successfully discharge its own responsibilities in relation to health, safety, and wellbeing.
Equality & Diversity	Promote and champion equality and diversity in all aspects of the role.
Learning & Development	Participate in and take responsibility of any learning and development required to carry out this role effectively.
Performance Management	Actively engage in the performance management process and take responsibility for managing performance outcomes.
GDPR	Ensure the reasonable and proportionate protection, processing, sharing, and storing of WMCA information in accordance with the relevant legislation, corporate policies,

	and in the best interests of the data subjects (Data Protection/GDPR), the WMCA, our partners, and the West Midlands, in all aspects of the role.
Adherence to Policies	Be aware of and comply with all organisation policies.
Other	There may be a requirement to work outside normal office hours on occasion, including a requirement to work within stakeholder and partner offices within the WMCA constituent area on a regular basis.

Values		
Our culture is underpinned by what we do and how we do it. Our behaviours outline the ways we need to work to deliver success, become truly inclusive, and make the organisation somewhere where everyone can give their best contribution.		
Value	Competency	Behaviour
Collaborative	Team Focussed	Works as part of team, managing and leading.
	Service Driven	Customer, resident, and partner focussed.
Driven	Empowered & Accountable	Takes ownership and leads when needed.
	Performance Focused	Ambitious and going the extra mile.
Inclusive	‘One Organisation’ Mindset	Believe in each other’s expertise.
	Open & Honest	We do what we say we are going to do.
Innovative	Forward Thinking	Embrace change and open to new possibilities.
	Problem Solving	Go for clear and simple whenever possible.

Additional Post Requirements									
Essential Car User		Politically Restricted Post		Disclosure and Barring Service (DBS)				Vetting	
Yes ☐	No ☒	Yes ☒	No ☐	Basic ☒	Standard ☐	Enhanced ☐	None ☐	Yes ☒	No ☐

Job Evaluation Details			
Date Evaluation Agreed	JEP Reference	Grade	Job Family
		SM4	-