

**NORTH LINCOLNSHIRE COUNCIL**

**HIGHWAYS AND NEIGHBOURHOODS  
CABINET MEMBER**

**HIGHWAY SERVICES: FLOOD RISK MANAGER**

**1. OBJECT AND KEY POINTS IN THIS REPORT**

- 1.1 To seek approval to establish a post of Flood Risk Manager as a replacement for the vacant Bridges and Drainage Engineer.

**2. BACKGROUND INFORMATION**

- 2.1 Highway Services have an established post of Bridges and Drainage Engineer. The post has remained vacant for the previous two years.
- 2.2 We have tried to fill this post. However due to the two distinct disciplines it covers, we have been unable to attract candidates with the relevant experience and skills.
- 2.3 Due to the increasing workload of the current drainage team and the increasing workloads generally in relation to flood risk mitigation and water management, this paper proposes that the existing post is deleted and replaced with a post of Flood Risk Manager. This will allow us to advertise for candidates with the relevant skills and knowledge who can lead the drainage team into the future.
- 2.4 The bridges elements of the current post will be managed in the future by the Asset Team Manager and the Head of Highways, as they are currently whilst the post remains unfilled.
- 2.5 A job description for the new position of Flood Risk Manager was evaluated. The outcome is that it is a Grade 10 position. This is the current grading for the Bridges and Drainage Engineer.

**3. OPTIONS FOR CONSIDERATION**

- 3.1 There are three options associated with this report.
- 3.2 Option 1: Do nothing.
- 3.3 Option 2: Attempt once again to fill the current post of Bridges and Drainage Engineer.

- 3.4 Option 3: Create the post of Flood Risk Manager and delete the post of Bridges and Drainage Engineer and advertise the post accordingly.

#### **4. ANALYSIS OF OPTIONS**

- 4.1 Option 1: Do nothing will result in the continuation of the workloads being carried out by existing staff who are currently over stretched with the workloads of their current positions.
- 4.2 Option 2: Previous attempts at recruiting for this post have shown that the two disciplines covered are too diverse to attract candidates with the necessary broad skills and knowledge.
- 4.3 Option 3: This is the preferred option to ensure a candidate with the necessary skills and knowledge of Flood Risk Management can be sought.

#### **5. RESOURCE IMPLICATIONS (FINANCIAL, STAFFING, PROPERTY, IT)**

##### **5.1 Financial**

- 5.1.1 The evaluated grade of the proposed post is the same as the current established post. Consequently, there are no implications on existing budgets.

##### **5.2 Staffing**

- 5.2.1 The proposal is simply to replace an existing post with one which deals directly with Flood Risk Management. There is no increase in the establishment numbers.

#### **6. OUTCOMES OF INTEGRATED IMPACT ASSESSMENT (IF APPLICABLE)**

- 6.1 An Integrated Impact Assessment is not required.

#### **7. OUTCOMES OF CONSULTATION AND CONFLICTS OF INTERESTS DECLARED**

- 7.1 Consultation with Members has been carried out and it appears there is support for the appointment of a Flood Risk Manager who can deal with the number of flood and drainage issues which this council needs to address.

#### **8. RECOMMENDATIONS**

- 8.1 That the Cabinet Member approves the replacement of the Bridges and Drainage Engineer post with the new post of Flood Risk Manager.
- 8.2 That the Cabinet Member gives approval to commence the recruitment process to seek a suitable candidate to fulfil this role.

**DIRECTOR OF PLACES**

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**Background Papers used in the preparation of this report:** None.