

# Person Specification



South  
Cambridgeshire  
District Council

## Post: Principal Urban Designer

### Values:

Our values framework (attached) sets out the behaviours that are important and that we expect everyone to demonstrate at work, regardless of grade and position.

The framework will set out our expectations about:

- how we do things
- how we treat others
- what we say and how we say it
- how we expect to be treated

We value:

- Connecting people, places, partnerships and working together
- Integrity and honesty to ensure that we are open and accountable
- Dynamic approach to the delivery of services with drive and energy
- Innovative people who like doing things differently and better

Criteria	Attributes	Essential (E) Or Desirable (D)	Method Of Measurement: A – Application Form I - Interview T - Test
<b>Personal Qualities/ Aptitudes/ Behaviours</b>	Flexible, Self motivated and able to work independently	E	A, I
	Able to lead, coordinate or work well within multi-disciplinary task teams.	E	A, I
	Collaborative and team player	E	A, I
	Decisive	E	A, I
	Ability to work to tight deadlines.	E	A, I
	Commitment to achieving excellence in urban design, creating quality places in the built and natural environment.	E	A, I
<b>Education/ Qualifications</b>	A relevant post-graduate qualification in Urban Design.	E	AF
	Graduate Degree in Architecture, Landscape Architecture or Planning	E	AF

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	Eligible for membership of the MRTPI, RIBA. LI or UDG	E	AF
<b>Experience/ Knowledge</b>	Excellent understanding of urban design issues surrounding the planning and delivery of large scale settlements including, new towns, and extension to villages, towns and cities.	E	A, I, T
	Sound knowledge of the planning system including planning policy, development management and the role of urban design in delivering high quality places.	E	A, T
	Excellent and up to date knowledge on urban design theory, tools and techniques that enable the delivery of high quality places.	E	A, I
	Good understanding of the working of local government and its relationship with key stakeholders	E	A, I
	Good understanding of appreciation of context, characterisation, architectural composition, architectural styles, architectural detailing and materials	E	A, I, T
	Minimum 5 years previous experience in planning, urban design, architecture particularly in planning design and delivery of large scale settlements	E	A, I
	Experience of effectively working with public and private bodies on the planning and delivery of large scale, complex projects.	E	A, I
	Experience of delivering urban design strategies including producing or implementing masterplans, frameworks or design codes.	E	A, I
	Knowledge and experience of participating in Design/Place Reviews.	E	A, I
	Experience of representing the client as an expert witness at public inquires or hearings.	E	A, I
Experience in upskilling various stakeholder and advocating the benefits of good urban design	E	A, I	
Experience of mentoring and supervising team members and managing the work of consultants on Urban Design	E	A, I	

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<p><b>Skills And Abilities</b></p>	<p>Excellent analytical skills and ability to provide a constructive critique of large scale settlements, complex development proposals particularly new town, large scale extensions to villages and cities.</p> <p>Ability to conceptualise, vision and provide strategic thinking towards the creation and delivery of contextually appropriate new places.</p> <p>Ability to effectively communicate ideas in written, visual and oral form to multiple audiences including making presentations to meetings and committees.</p> <p>Excellent graphic design skills (hand and CAD), including</p> <ul style="list-style-type: none"> <li>• working knowledge of computer aided design packages: adobe CS, sketchup and autocad</li> <li>• ability to sketch and produce 3 dimensional architectural designs of buildings and spaces.</li> </ul> <p>Ability to work well within multidisciplinary team environment across the organisation to secure trust and support of colleagues and influence accordingly</p> <p>Ability to diplomatically negotiate, persuade, sell ideas, encourage innovation and make difficult decision stick.</p> <p>Ability to build strong collaborative partnership with various stakeholders.</p> <p>Ability to seek improvements and creative ways of influencing the quality of development proposals</p>	<p>E</p> <p>E</p> <p>E</p> <p>E</p> <p>E</p> <p>E</p> <p>E</p> <p>E</p> <p>E</p>	<p>A, I, T</p> <p>A, I</p> <p>A, I</p> <p>A, I, T</p> <p>A, I</p> <p>A, I, T</p> <p>A, I</p> <p>A, I</p>
<p><b>Miscellaneous /Other Working Requirements</b></p>	<p>Driving licence required.</p> <p>Ability to work some evenings and occasional weekends where necessary.</p>	<p>E</p> <p>E</p>	<p>A</p> <p>I</p>

Person Specification last reviewed: