

TECHNICAL DIRECTOR ROLES AND RESPONSIBILITIES

Reports to: Managing Director

Function: Technical and Design

ROLE PURPOSE

The Technical Director is accountable for the technical leadership, design governance and engineering integrity of Slipform Technology Ltd. The role ensures designs, equipment arrangements and technical decisions are safe, compliant, constructible, controlled and delivered in time to support project requirements.

Working closely with the Managing Director, Operations Director, design team, manufacturers and project stakeholders, the Technical Director sets technical standards, assigns competent resources, controls review and approval and provides authoritative support throughout tender, mobilisation, construction and close-out.

This role profile operates alongside the Statom Group PDR process, role-specific technical competencies, Statom behavioural competencies and annually agreed objectives.

KEY WORKING RELATIONSHIPS

- Managing Director and Operations Director.
- Design engineers, technicians, project teams, supervisors and rig operatives.
- Group Health & Safety, Commercial, Pre-Construction, BIM, Procurement and other technical functions.
- Clients, principal designers, structural engineers, temporary works teams and principal contractors.
- Equipment manufacturers, fabricators, independent checkers and specialist advisers where authorised.

ROLE BOUNDARIES AND DECISION RIGHTS

- Own technical standards, design governance, design approval, engineering assurance and technical change control.
- The Operations Director owns workforce, equipment deployment and site execution; the Technical Director defines and assures the technical requirements those activities must follow.
- No design, safety-critical equipment modification or technical departure may be implemented without the required review, approval and controlled issue.
- Escalate material technical risk, departures, unresolved design interfaces, programme conflict or resource limitation to the Managing Director before safe or compliant delivery is compromised.

KEY RESPONSIBILITIES

Technical Strategy and Governance

- Develop and maintain the technical strategy, standards, procedures, templates and assurance arrangements for slipform design and equipment systems.
- Define technical roles, competence requirements, checking levels, approval authority, hold points and escalation routes.
- Ensure technical work is undertaken by competent people with suitable time, information and resources.
- Maintain an overview of technical risk across tenders, live projects, equipment development and recurring site issues.
- Provide clear, evidence-based technical assurance to the Managing Director and leadership team.

Design Brief, Basis and Planning

- Establish or approve clear design briefs covering scope, interfaces, inputs, assumptions, constraints, deliverables, responsibilities and programme.

- Confirm that client, structural, architectural, temporary works, access, sequence, loading, tolerance and site information is sufficient before design proceeds.
- Identify missing, conflicting or late information and ensure it is resolved, qualified or escalated.
- Plan design resources, reviews, independent checks where required and issue dates to support tender and project programmes.
- Ensure material assumptions, exclusions and limitations are communicated to operational, commercial and client teams.

Design Development, Review and Approval

- Lead design development from concept through calculation, drawing, review, approval, issue, implementation and close-out.
- Ensure designs are robust, buildable, efficient and compliant with applicable law, standards, contract requirements and Company procedures.
- Apply proportionate checking, verification and independent review based on complexity and risk.
- Approve technical deliverables only within competence and delegated authority and ensure approval status is clear.
- Maintain design calculations, drawings, registers, review evidence and approval records in a complete and auditable form.

Design Risk, Temporary Works and HSEQ

- Identify and eliminate or reduce foreseeable design and construction risk so far as reasonably practicable and communicate residual risk clearly.
- Fulfil applicable designer and temporary works responsibilities and coordinate with the Principal Designer, Temporary Works Coordinator or other dutyholders where relevant.
- Define technical hold points, inspection requirements, tolerances and safety-critical controls for implementation.
- Review technical aspects of incidents, failures, non-conformances and unsafe conditions and lead appropriate corrective action.
- Support stop-work decisions where technical information, design approval or safety-critical conditions are inadequate.

Technical Change and Information Control

- Maintain effective control of design queries, revisions, departures, concessions, field changes and equipment modifications.
- Assess the effect of change on safety, compliance, interfaces, programme, cost, procurement and previous approvals before authorisation.
- Ensure only current, approved information is issued and used and that superseded documents are clearly withdrawn or archived.
- Provide Operations and Commercial with timely evidence of technical change that may affect scope, sequence, resource, cost or entitlement.
- Prevent informal site solutions from becoming unreviewed or uncontrolled design changes.

Equipment Design, Manufacture and Innovation

- Lead technical development and improvement of slipform rigs, jacks, components and associated systems.
- Set technical specifications and review manufacturer or fabricator proposals, calculations, drawings, materials and modifications.
- Confirm inspection, testing, certification, operating limitations and technical documentation requirements before equipment is accepted for use.
- Evaluate innovation against safety, reliability, constructability, whole-life cost and measurable operational benefit.
- Maintain controlled technical records and lessons learned for equipment configurations and modifications.

Project and Site Technical Support

- Provide timely technical support during tender, mobilisation, installation, operation, alteration and demobilisation.
- Attend design, coordination and site reviews proportionate to project risk and complexity.
- Verify through planned reviews and inspections that the design intent is understood and implemented correctly.
- Respond promptly to technical queries and define interim restrictions or hold points where a final resolution is not yet available.
- Work with the Operations Director to resolve constructability, access, sequencing and equipment issues through controlled technical decisions.

Technical Team, Clients and Continuous Improvement

- Lead, allocate, develop and hold accountable the design and technical team with clear objectives, competence requirements and priorities.
- Complete effective one-to-ones, PDRs, technical reviews and development plans and address performance or capability concerns promptly.
- Build constructive technical relationships with clients, designers, checkers, manufacturers and project teams.
- Capture feedback from projects, supervisors and rig operatives and convert valid learning into controlled design, equipment or process improvements.
- Monitor technical quality, programme, workload, recurring queries and error trends and report material issues and improvement priorities.

ROLE-SPECIFIC TECHNICAL AND PROFESSIONAL COMPETENCIES

These competencies form the role-specific component of the performance and development framework. The expected standard is director level: the postholder must set standards, make sound decisions, challenge others and provide credible assurance rather than only perform tasks personally.

TECHNICAL OR PROFESSIONAL COMPETENCY	WHAT GOOD LOOKS LIKE AT TECHNICAL DIRECTOR LEVEL
Slipform and Structural Engineering	Provides authoritative understanding of slipform behaviour, loads, stability, tolerances, construction sequence and the interaction between permanent works, temporary works and equipment.
Design Governance and Assurance	Sets proportionate checking and approval arrangements, assigns competent resources and maintains complete evidence of review, approval and technical decisions.
Design Risk and CDM Interface	Identifies foreseeable risk, eliminates or reduces it through design and communicates residual risk and designer information clearly to relevant dutyholders and delivery teams.
Temporary Works and Site Implementation	Understands temporary works coordination, hold points, inspections and site interfaces and verifies that approved design intent is implemented correctly.
Technical Change and Document Control	Controls queries, revisions, departures and modifications and ensures the effect of change is assessed, approved, communicated and recorded before implementation.
Equipment Engineering and Manufacture	Specifies, reviews and assures equipment and fabricated components, including technical documentation, inspection, testing, certification and operating limits.
Constructability and Technical Support	Provides practical solutions informed by site conditions, access, programme and safe sequence while protecting design integrity and approval controls.

TECHNICAL OR PROFESSIONAL COMPETENCY	WHAT GOOD LOOKS LIKE AT TECHNICAL DIRECTOR LEVEL
Technical Leadership and Communication	Explains complex issues clearly, leads technical teams, challenges constructively and provides credible assurance to clients, operations and senior leadership.

STATOM BEHAVIOURAL COMPETENCIES

The postholder is expected to demonstrate Statom behavioural competencies consistently in how the role is performed and how others are led.

BEHAVIOURAL COMPETENCY	WHAT GOOD LOOKS LIKE IN THIS ROLE
Drives Performance	Sets clear priorities, follows through on commitments, addresses weak performance promptly and maintains focus on safe, high-quality and commercially sound outcomes.
Understands Stakeholder Needs	Understands the priorities of clients, project teams, colleagues and the wider Group and provides practical, timely support without compromising governance or standards.
Builds Trusted Relationships	Communicates openly, keeps commitments, works across functions and challenges constructively. Maintains credibility through consistent decisions and reliable follow-through.
Commercial Judgement	Uses evidence and sound judgement to balance cost, programme, quality, safety, contractual exposure, capability and long-term value.
Bigger Picture View	Connects individual decisions to company strategy, Group objectives, capacity, reputation, risk and the effect on other functions and projects.
Open to Change	Uses feedback, data, lessons learned and appropriate technology to improve performance and helps others adapt constructively to new priorities and ways of working.

PDR AND PERFORMANCE FRAMEWORK

- This role profile, the role-specific competencies, Statom behavioural competencies and separately agreed objectives together form the performance framework for the role.
- Individual objectives and performance measures will normally be agreed through the PDR process and may be updated to reflect business priorities, project requirements and the scope of the role.
- Performance assessment will consider the quality and sustainability of outcomes, not only headline results. Accuracy, integrity, governance, risk management, leadership and behaviours are relevant to the overall assessment.
- Evidence may include project and company performance, forecasts, risk and action registers, audit outcomes, client and stakeholder feedback, team performance, PDR actions and delivery of agreed improvements.
- A serious failure involving safety, integrity, technical or financial control, reporting accuracy, compliance or leadership may materially affect the overall assessment even where other measures appear positive.

INDICATIVE PERFORMANCE MEASURES

The measures below provide an indicative structure for assessing individual contribution. Specific objectives and targets will be agreed through the PDR process and do not create a guaranteed bonus entitlement.

Design Quality and Delivery

- on-time issue of complete, checked and approved technical deliverables
- design error, rework and late-information trends
- quality of briefs, calculations, drawings, registers and approval records

Technical Risk and Governance

- timely identification and closure of design risk, queries and departures
- compliance with checking, approval, change and document-control requirements
- quality of technical input to incidents, non-conformances and corrective action

Project and Equipment Outcomes

- effectiveness of technical support and implementation reviews
- equipment reliability, approved innovation and reduction in recurring technical issues
- constructability, client and operational feedback

Leadership and Improvement

- technical workload, competence, PDR and development management
- delivery of agreed standards, lessons learned and improvement priorities
- collaboration with Operations and consistent Statom behaviours

EDUCATION QUALIFICATIONS AND PROFESSIONAL DEVELOPMENT**Essential / Required**

- Substantial technical and design leadership experience within structural engineering, civil engineering, temporary works, specialist formwork or a comparable environment.
- Strong knowledge of design assurance, checking, approval, change control, design risk and technical information management.
- Demonstrable experience translating engineering design into safe and practical construction solutions.
- Proven experience leading technical teams and managing designers, manufacturers and project interfaces.
- Ability to provide authoritative technical assurance and communicate complex risk clearly to non-technical stakeholders.

Desirable

- Degree or equivalent qualification in civil, structural or mechanical engineering or a closely related discipline.
- Chartered status or relevant professional membership.
- Formal temporary works, design management or CDM designer training relevant to the role.
- Direct experience of slipform systems, hydraulic jacking, specialist formwork or equipment fabrication.

GENERAL ACCOUNTABILITIES

- Comply with Slipform Technology Ltd and Statom Group policies, procedures, standards, delegated authorities and reasonable management instructions relevant to the role.
- Take reasonable care of personal health and safety and that of others who may be affected by the postholder's acts or omissions and provide visible leadership for safe working.
- Maintain confidentiality and protect commercially sensitive, technical, employee, client and supply-chain information.
- Use Company systems and records accurately and comply with data-protection, information-security and record-retention requirements.
- Declare actual or potential conflicts of interest and do not make commitments outside delegated authority.
- Raise material safety, technical, commercial, financial, compliance, conduct or integrity concerns through the appropriate route.

- Undertake other reasonable duties consistent with the seniority and purpose of the role as business requirements evolve.

ROLE REVIEW AND ACKNOWLEDGEMENT

This document sets out the principal accountabilities and expected standards of the Technical Director role. It is not intended to be an exhaustive list of every task or objective. Responsibilities, priorities and performance measures may be reasonably adjusted to reflect business requirements, provided any material change to the fundamental nature of the role or contractual terms is managed appropriately.

Employee name	_____
Employee signature / date	_____
Manager signature / date	_____