

## CAREER STRUCTURE - ENGINEERING DIRECTOR

The Engineering Director has the option to follow various career routes, including, 'Management', 'Project Management' or 'Engineering'.

The 'Engineering' career route recognises a career path for those individuals in a skill area with a deep and thorough knowledge of their speciality, enabling them to get to the top of the structure. This contrasts with past perceptions where the only perceived way to improve career prospects was by moving into a generic management role. Career structures should offer the same opportunities for technical capabilities as those of generic management.

### Career Entry Points

- Internal promotion of Technical Manager or Principal Engineer or equivalent
- External recruitment of very experienced and senior professional engineer
- Advancement from the Advanced Apprenticeship, Higher Apprenticeship or Graduate Apprenticeship

### Engineering Director Job Role

- Responsibility for engineering strategy of major business and inter-business projects, products and services.
- Recognition within the organisation as an authority in a particular discipline and achieved recognition within the industry through, for example, publishing papers and registration of patents.
- Development of the discipline as a whole including, for example, the timely identification of emerging technologies and new enabling skills, and the progression of other professional engineers to become Technical Managers and Engineering Directors.
- An ability to assimilate and interpret market information based upon knowledge of a wide range of competitors and market sectors to identify new opportunities, products and services.

### Qualification and Competence

- Academic - relevant Masters Degree or equivalent at National Qualification Framework (NQF) levels 7 and/or 8
- Work-based competence - N/SVQ Level 5
- Professional registration - UK Spec Standards
- Generic skills - Key Skills Levels 4 and 5

### Professional Development

- Eligibility for fellowship of relevant chartered professional institution.
- Broadening the range and depth of skill specialisation and knowledge by ongoing and active Continuing Professional Development (CPD).
- Short course attendance - technical, managerial and safety updates to meet personal and business needs.