

## CAREER STRUCTURE - MANAGER

The Manager has the option to follow the 'Management' career route and cannot normally progress through the 'Engineering' or 'Project Management' routes.

The 'Management' career route is for those individuals with supervisory management skills, which they use to coordinate and control people, business processes, tasks and other resources.

### Career Entry Points

- Recruitment of Honours Degree graduate or equivalent
- Internal promotion of Senior Team Leader
- External recruitment of experienced Manager
- Advancement from the Advanced Apprenticeship, Higher Apprenticeship or Graduate Apprenticeship

### Manager Job Role

- Able to apply a combination of management and some technical expertise to the direction of complex projects, tasks and/or the leadership of working teams or groups.
- Understands the processes involved in maximising utilisation of resources required by functions to meet quality, cost and performance requirements.
- Has a broad knowledge of business products and services and uses this knowledge to assist with the implementation of total solutions.
- Through knowledge of various techniques, activities and tools is able to participate in and facilitate the development of new skills, processes and methods across the organisation.

### Qualification and Competence

- Academic - relevant Honours Degree or equivalent at National Qualification Framework (NQF) level 6
- Work-based competence - N/SVQ Level 4
- Generic skills - Key Skills Level 3

### Personal Development

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