

CAREER STRUCTURE - SENIOR ENGINEER

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

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 recruitment of Professional Engineer or equivalent
- External recruitment of experienced Professional Engineer
- Advancement from the Advanced Apprenticeship, Higher Apprenticeship or Graduate Apprenticeship

Senior Engineer Job Role

- Takes responsibility for a variety of tasks or work packages, in which normal standards and performance are bettered without supervision, possibly with some technical guidance.
- An accomplished team member playing a key role in the determination of requirements and the effective use of resources, possibly undertaking some supervisory tasks. Involvement in all aspects of the 'analysis' and 'planning' phases for the discipline.
- Ability to rapidly acquire knowledge in a new subject area that is directed at the project or task in a manner that promotes implementation.
- Effective communication skills and the production of technical reports that have a measurable impact on the activities of the business.

Qualification and Competence

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

Personal Development

- Eligibility for membership 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 for technical, managerial and safety updating to meet personal and business needs.