

## CAREER STRUCTURE - ENGINEER

The 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

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

### Engineer Job Role

- Takes responsibility for a variety of tasks or work packages, which are of medium complexity, and completes these to specification, quality and timescales with some supervision and assistance.
- An effective team member and contributor who assists in the processes involved in determination of requirements and develops constructive working relationships with others.
- Proficiency and understanding of all aspects related to design, development, implementation and maintenance phases for the discipline, including appropriate tools, processes and methods.
- Good communication skills and the production of technical reports.

### 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 - technical, managerial and safety updates to meet personal and business needs.