

ENGINEERING EXECUTIVE



ENGINEERS
AUSTRALIA

"The EngExec program is not only about recognising skills that have been demonstrated in the workplace, it is also about setting a target for young engineers to aspire to for future roles in leadership and management."

Air Vice-Marshal Julie Hammer (Rtd) AM CSC

FIEAust EngExec
Immediate Past President



ENGINEERS
AUSTRALIA

ENGINEERS AUSTRALIA

Engineers Australia is the national forum for the advancement of engineering. We work with government, industry and education providers to promote engineering as a profession, and to provide valuable professional development for our members.

Engineers Australia is the largest and most diverse professional engineering body in Australia, with 85,000 members from all disciplines of engineering, ranging from first year tertiary engineering students to experienced professionals. We currently have members living in over 100 countries worldwide and a majority of our membership is under the age of 35.

ENGINEERING EXECUTIVE

LET IT WORK FOR YOU

Through its Centre for Engineering Leadership and Management (CELM), Engineers Australia has developed a competency-based assessment and accreditation framework for those engineers with a proven professional engineering track record, who are interested in pursuing management and leadership opportunities in both the private and public sectors.

Engineers Australia recognises the achievements of members who satisfy the relevant leadership and management competency standards in the form of a new post-nominal Engineering Executive (EngExec).

The status of Engineering Executive will be available to professional engineers, engineering technologists and engineering associates who can satisfy the competency requirements, and who are members of Engineers Australia. Please note that Chartered Status is not a pre-requisite.

"Engineers often become senior executives due to their analytical and planning skills. Accreditation as an Engineering Executive has been very useful for my position in bringing about greater political awareness and appreciation of the role of senior engineers in the delivery and asset management of significant public capital works projects."



Richard Scott-Murphy FIEAust EngExec
FIRST ASSISTANT SECRETARY
PROPERTY AND CONSTRUCTION DIVISION MANAGER
Asset Management Group

BENEFITS

FOR THE INDIVIDUAL

- > Being competency based, the self-assessment checklist gives you a detailed and objective tool with which to assess your management and leadership skills.
- > Gain enhanced self-awareness – a better understanding of your strengths and weaknesses.
- > Present yourself more positively in job interviews or performance reviews.
- > Identify any skills gaps you may wish to address in your career plan.
- > The EngExec post-nominal signals professionalism to peers, senior management and potential employers.

FOR THE EMPLOYER

- > A framework in which to grow and develop your staff.
- > A focus on the skills you wish to develop in your staff and to target training and experiential learning.
- > Supports the identification of recruitment goals.
- > A standard to specify the required skills set for positions within your organisations.
- > A benchmark across industry for engineering staff.
- > Can be used for all professional staff, not just engineers.
- > Being competency based, it is a benchmarking tool to analyse skills and identify the gaps in management techniques and leadership of teams.
- > Leadership and management competencies can be used to define position descriptions which is an ideal tool for recruitment.
- > The attributes and skills achieved through the framework is maintained through continuing professional development.
- > Members who attain Engineering Executives status give their organisation a competitive edge.
- > While a quality Masters in Business Administration (MBA) will provide underpinning knowledge and skills, the EngExec assessment process ensures engineering managers and leaders can continually apply this information in the workplace.

COMPETENCY FRAMEWORK

1. Engineering Executive Competency Standards

There are ten over-arching competencies and critical skills or elements which underpin each competency. These are further supported by activities that describe what should be practiced in the workplace by a competent engineering manager or leader, they are as follows:

LEADERSHIP

1. Leadership
2. Strategic Direction and Entrepreneurship

MANAGEMENT

3. Planning
4. Change and Improvement
5. Customer Focus
6. Processes, Products and Services
7. People/Human Resources

BUSINESS

8. Supplier Relationships
9. Information
10. Finance, Accounting and Administration.

The competencies are described in greater detail in the EngExec Applicant handbook, please visit:

www.engineersaustralia.org.au/eng_exec/handbook

2. Self-Assessment Checklist

If you have ever wondered about your leadership readiness or your business, management and leadership capability, the Self-Assessment Checklist is a rigorous and objective tool. It can be used by the individual, or in conjunction with a supervisor or mentor.

3. The Assessment Process

PREPARATION

- > Prepare and submit an application form, CV and an Engineering Executive Practice Report (EEPR) addressing each of the competency units.

INTERVIEW

- > When preliminary assessment has been completed and the EEPR has successfully satisfied the competencies, the applicant will be invited to a one-hour Professional Interview (PI). The PI is essentially a peer review of the competencies the applicant has claimed. The National Assessor who has assessed your EEPR will conduct the interviews, together with two senior experienced Engineering Executives.

USEFUL LINKS

For further information about Engineers Australia and the competency-based assessment and accreditation framework for engineers, please visit:

www.engineersaustralia.org.au/eng_exec

For further information about personal leadership readiness or business, management and leadership skills, the Engineering Executive Self-Assessment Checklist can be used for personal assessment or in conjunction with a supervisor or mentor.

The Engineering Executive Applicant Handbook provides further details on self-assessment, please visit:

www.engineersaustralia.org.au/eng_exec/handbook

For further information about the Centre for Engineering Leadership and Management (CELM), please visit:

www.engineersaustralia.org.au/celm

FURTHER INFORMATION:

To find out more about what membership to Engineers Australia has to offer you, or to join - please visit our website at www.engineersaustralia.org.au or call our Member Services team on **1300 653 113**.

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