

Leadership and Management Competence Profile for Engineer

Key Theme	Key Area	Competence
MANAGING SELF	Manage yourself	Manage personal development
		Manage own professional development within an organisation
		Develop, maintain and review personal networks
PROVIDING DIRECTION	Provide leadership, vision and direction	Provide leadership and direction for own area of responsibility
		Manage or support equality of opportunity, diversity and inclusion in own area of responsibility
		Support the culture of an organisation
	Provide Governance	Establish risk management processes in own area of responsibility
		Manage risk in own area of responsibility
		Review risk management processes in own area of responsibility
		Ensure compliance with legal, regulatory, ethical and social requirements
FACILITATING INNOVATION AND CHANGE	Facilitate innovation and change	Support team members in identifying, developing and implementing new ideas
		Contribute to business improvement
		Plan change in own area of responsibility
WORKING WITH PEOPLE	Manage human resources	Recruit staff in own area of responsibility
		Following disciplinary procedures
	Manage teams	Plan, allocate and monitor work in own area of responsibility
	Develop and support individuals	Support learning and development within own area of responsibility
	Build and sustain relationships	Develop working relationships with colleagues
		Work productively with colleagues and stakeholders
		Develop working relationships with colleagues and stakeholders
		Developing collaborative relationships with other organisations
		Lead and manage meetings
	Participate in meetings	
USING RESOURCES	Manage financial resources	Manage a budget for own area of activity or work.
	Manage physical and technical resources	Implement, monitor and review health and safety policy in own area of responsibility
		Manage physical resources
		Manage the environmental impact of work activities
		Promote the use of technology within an organisation
	Manage information and knowledge	Promote knowledge management across an organisation
		Manage knowledge in own area of responsibility
		Communicate information and knowledge
	Manage	Make effective decisions
	Manage	Procure supplies

Key Theme	Key Area	Competence	
	products and services	<i>Not identified as a priority for this role</i>	
ACHIEVING RESULTS	Manage business operations and projects	Develop and evaluate operational plans for own area of responsibility	
	Manage marketing	<i>Not identified as a priority for this role</i>	
	Manage sales	<i>Not identified as a priority for this role</i>	
	Manage customer service	Manage customer service in own area of responsibility	
	Manage quality and performance	Manage quality systems	
		Prepare for and support quality audits	
		Conduct a quality audit	
Inform key stakeholders about a communications strategy			