Assessment Criteria:

Engineering Manager [ANZSCO 133211]

Basis of assessment

The Australia and New Zealand Standard Classification of Occupations (ANZSCO) is the basis for the assessment of applicants' qualifications and experience required to perform specific jobs and what the tasks are that the applicant is expected to have performed in that occupation.

The Country Education Profiles (CEP) prepared by the Australian Government Department of Education are the basis for any educational assessment.

Years of experience

Applicants must meet certain employment requirements depending on their educational background and the occupation being assessed.

If an applicant <u>holds</u> a Bachelor's or Master's degree that is highly relevant to the occupation being assessed and comparable to an equivalent AQF qualification, the applicant must demonstrate employment experience:

- in an engineering-related role for at least three years; **plus**
- in the role as Engineering Manager for at least two years.

If an applicant <u>does not hold</u> a bachelor's or Master's degree that is highly relevant to the occupation being assessed and comparable to an equivalent AQF qualification, the applicant must demonstrate employment experience:

- in an engineering-related role for at least five years; **plus**
- in the role as Engineering Manager for at least two years.

Currency of industry skills

To demonstrate currency of skills and industry knowledge, applicants will need to provide evidence of at least **one-year** full time (or part time equivalent) paid employment in the past **five** years.

Position Description/ Responsibilities

Engineering Managers plan, organise, direct, control and coordinate the engineering and technical operations of organisations.

The applicant's employment experience as Engineering Manager must be consistent with the tasks outlined in the ANZSCO code:

- determining, implementing and monitoring engineering strategies, policies and plans
- interpreting plans, drawings and specifications, and providing advice on engineering methods and procedures to achieve construction and production requirements
- establishing project schedules and budgets
- ensuring conformity with specifications and plans, and with laws, regulations and safety standards
- ensuring engineering standards of quality, cost, safety, timeliness and performance are observed
- overseeing maintenance requirements to optimise efficiency
- liaising with marketing, research and manufacturing managers regarding engineering aspects of new construction and product design
- may contribute to research and development projects

Specialisations/alternative Titles:

- N/A

Position and reporting lines

Dependent on the size of the organisation, business or geographical structure:

- The Engineering Manager position held by the applicant must be the **most senior engineering position** in your organisation or division.
- The applicant's responsibilities as Engineering Manager must clearly be at a **strategic level** with decision-making authority in key engineering related matters.
- The applicant is expected to have reported to either a member of the Senior Leadership Team (C-Suite/Executive-level managers) or the Head of a division/department or equivalent.
- The applicant is expected to supervise the direct reports' activities and monitoring their performance and development on an ongoing basis.

Type of organisation

To be assessed as an Engineering Manager for migration purposes, the size and complexity of the organisation will influence the assessment.

*Note: applicant with software/system engineering education and employment background might find their employment experience aligned better with ANZSCO UNIT GROUP 1351 **ICT MANAGERS** which is listed elsewhere in the ANZSCO and assessed by a different assessing authority.

Management & Leadership

The applicant must demonstrate management and leadership experience by referring to the IML Management Competency Framework on the next page and selecting one competence from each of the three areas:

1. Manage self
2. Manage and lead others
3. Manage and lead the business.

Applicants are encouraged to use the STAR method (Situation, Task, Action, and Result) to provide a specific example from their professional experience that demonstrates the competencies selected. The written response for each competency should be 500 words or less and should focus on:

- The specific situation or task that required the use of the competencies
- The actions taken by the applicant to manage and lead in the situation
- The results achieved as a result of those actions
- Reflection on what the applicant learned from the experience

IML MANAGEMENT COMPETENCY FRAMEWORK

34 CORE COMPETENCIES

MANAGE SELF

MANAGE AND LEAD THE BUSINESS

MANAGE AND LEAD OTHERS
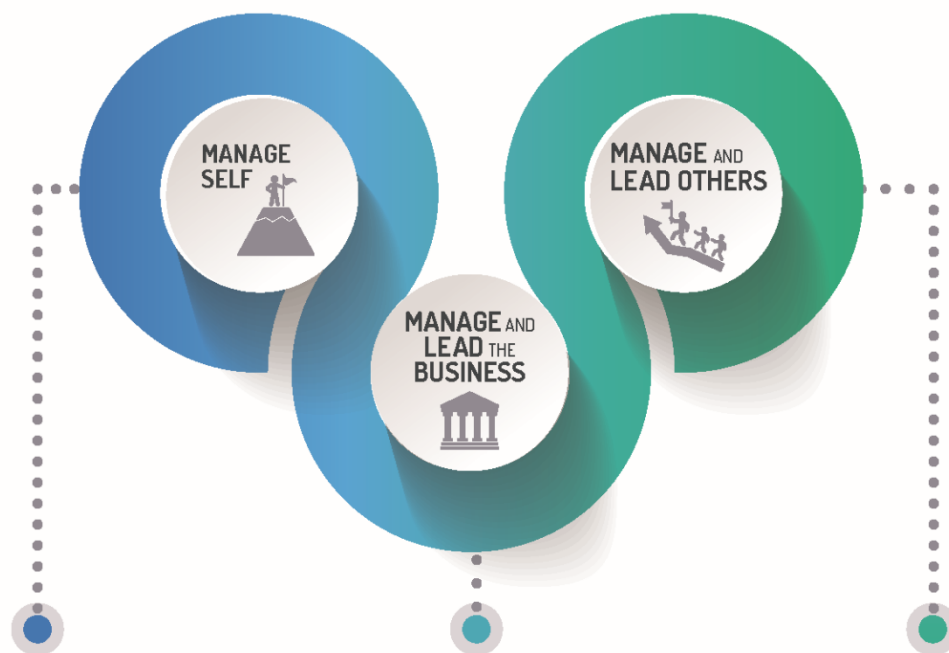
Manage Self
- Manage personal and professional development
- Manage time and priorities
- Communicate effectively
- Develop and maintain your professional networks
- Foster Emotional Intelligence and resilience
- Cultivate business acumen – Seeing the bigger picture
- Develop creative and innovative thinking
- Develop decision-making and problem-solving

Manage and Lead the Business
- Provide leadership across the organisation
- Develop and implement your organisation's vision, values and culture
- Facilitate and manage innovation, change and continuous improvement
- Manage operational and strategic plans
- Provide governance
- Manage financial resources
- Manage human resources
- Promote equality of opportunity, diversity and inclusion
- Manage physical and technical resources
- Manage information and knowledge
- Manage business operations and projects
- Manage procurement
- Manage sales and marketing
- Manage customer service
- Manage quality and performance

Manage and Lead Others
- Lead your team and area of responsibility
- Develop individuals
- Provide coaching and mentoring
- Develop high performing teams
- Delegate effectively
- Develop and sustain collaborative internal and external relationships
- Manage people performance
- Manage conflict
- Recruit, select, induct and retain people
- Develop influence and negotiation skills
- Manage and value diversity