

INDUSTRY CLASSIFICATION (V) - Automobile Industry

AGE AT INTERVIEW 35

ELECTION OR TRANSFER TO: Member

FIRST DEGREE 2:2 Hons. from Birmingham Univ. in Mech. Engineering, 1987

SUBSEQUENT DEGREES AND OTHER QUALIFICATIONS - None.

EXPERIENCE PRIOR TO PRESENT POSITION

Austin-Rover Cars Ltd., 1987-1988 - Senior Engineer (Prototype Build).

Jaguar Cars Ltd., 1989-1991 - Senior Engineer; 1991-1995 - Team Leader AJ16 EMS; 1995-1998 - Team Leader AJ27 EMS; 1998-1999 - Principal Engineer X350/X400 EMS.

PRESENT POSITION

Cosworth Technology Ltd., 1999-present - Senior Principal Calibration Engineer. Duties include:

- Responsibility for line management of 18 engineers.
- Technical specialism in OBD development and other legislative issues.
- Planning project resources and training and development of staff.

<u>STAFF REPORTING -</u>	<u>PROFESSIONAL</u>	18
	<u>TECHNICAL</u>	0
	<u>MANUAL</u>	0
	<u>OTHER</u>	0

INTERVIEWERS' COMMENTS

A Demonstrate knowledge and understanding of engineering principles

Key elements of competence	Examples of meeting A
maintains a sound theoretical approach to technology applies a creative approach to problem solving introduction/exploitation of emerging technologies promotes innovation and advances in technology	Good understanding of the technology of engine emissions and methods of control. Team leader on developments in catalytic conversion.

B Demonstrate practical application of engineering knowledge and expertise

Key elements of competence	Examples of meeting B
takes initiative to identify potential projects and opportunities participates in or specifies research, design and development plans and implements solutions evaluates solutions identifies what has been learnt from the activity	Has identified and sponsored numerous research projects. Special assignment to Germany on lean burn project. Decisions on GDI catalyst strategy mapping to meet European legislation.

C Leadership and management

Key elements of competence	Examples of meeting C
<p>experience of effective project planning and implementation</p> <p>manages and plans budgets, tasks, people and/or other resources</p> <p>ensures team members have appropriate skills</p> <p>contribution to continuous improvement via quality management</p>	<p>Responsible for a number of major projects.</p> <p>Line manages 8 engineers (including appraisals, etc.)</p> <p>Develops training plans for his team members.</p>

D Communication and inter-personal skills

Key elements of competence	Examples of meeting D
<p>demonstrates oral communication skills</p> <p>displays written communication skills</p> <p>has the ability to present and discuss ideas and plans</p> <p>ability in team building and negotiating activities</p>	<p>OK but slightly verbose, tending to digress.</p> <p>Excellent PRR - "the best we've seen today".</p> <p>Has developed good and productive relations with his peers in German owner company.</p>

E Professional conduct

Key elements of competence	Examples of meeting E
<p>compliance with codes and rules of conduct of the profession</p> <p>application and management of safe systems of work</p> <p>familiar with relevant legislation especially health, safety, risk and the environment</p> <p>displays a commitment to undertake continuing professional development, including a personal Development Action Plan</p> <p>demonstrates involvement with the IMechE, other professional engineering Institutions, schools, colleges or local other community activities</p>	<p>Clearly aware but no positive evidence of compliance.</p> <p>Very familiar with and could quote figures from relevant emission legislation, etc.</p> <p>Has Personal Development Plan. Is learning German.</p> <p>Has worked with schools, at recruitment fairs, etc. Would like to do more in future.</p>

COMPETENCES AWARDED

A	B	C	D	E
3	3	3	3	3
3	3	3	3	2

PANEL RECOMMENDATION

Transfer to Member

MEMBERSHIP COMMITTEE DECISION

Transfer to Member