

INDUSTRY CLASSIFICATION

(V) - Automobile Industry

AGE AT INTERVIEW

33

ELECTION OR TRANSFER TO:

Member

FIRST DEGREE

2:1 Hons. M.Eng. from London Univ. in Mech. Engineering, 1990

SUBSEQUENT DEGREES AND OTHER QUALIFICATIONS - None.**EXPERIENCE PRIOR TO PRESENT POSITION**

Ford Motor Co., 1990-1992 - Test Engineer; 1992-1993 - Powertrain Development Engineer; 1993-1997 - Senior Powertrain Development Engineer; 1997-1998 - Senior Development Engineer.
Cosworth Technology Ltd., 1998-2000 - Principal Engineer - Calibration.

PRESENT POSITION

Cosworth Technology Ltd. - Recently promoted to Senior Principal Calibration Engineer. Development and validation of powertrain control system calibration activity. Duties include:

- Agreeing new projects with commercial departments and clients.
- Engine mapping and hardware characterisation.
- Emissions development.
- Performance parameter development and reporting.
- Validation testing.
- Team leadership on technical, manpower and resources issues.
- Review, feedback and reporting on calibration processes.

| | | |
|---------------------------------|----------------------------|---|
| <u>STAFF REPORTING -</u> | <u>PROFESSIONAL</u> | 7 |
| | <u>TECHNICAL</u> | 1 |
| | <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 | Deeply involved in EMS development, validation and testing. Knowledge of engineering principles and of cutting-edge developments in his own field came across well at interview. |

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 | Example of poor pull-away performance at low ambient temperatures; analysed problem, put in a solution and tested it (it was satisfactory). Had overall responsibility for delivery of new EMS to client. OK but a bit low on specifics. |

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>All covered in his PRR but few examples.</p> <p>Good examples - has put together a training programme for his team covering (a) departmental, (b) project and (c) individuals' requirements.</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>Very good - thinks on his feet.</p> <p>PRR rather poor but rescued by very good table at the end.</p> <p>Good understanding of team requirements.</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>Yes - demonstrated OK.</p> <p>Yes - demonstrated OK.</p> <p>Very good personal Development Plan. Has started an MBA at Aston Univ.</p> <p>Mentors 2 engineers. Used to attend IMechE events in Essex but not active at present.</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