

INDUSTRY CLASSIFICATION (N) - Water Industry

AGE AT INTERVIEW 31

ELECTION OR TRANSFER TO: Member

FIRST DEGREE 2:1 Hons. from Sheffield Hallam Univ. in Mech. & Manufacturing Eng., 1995

SUBSEQUENT DEGREES AND OTHER QUALIFICATIONS - None

EXPERIENCE PRIOR TO PRESENT POSITION

IMI Yorkshire Alloys, 1986-1990 - Mech. Eng. Apprentice; 1990-1995 - Maintenance Fitter; 1995-1997 - Plant Engineer.

PRESENT POSITION

Morrison Construction, 1997-present - Mech. & Elec. Design Co-ordinator / Proposals Engineer

STAFF REPORTING -

<u>PROFESSIONAL</u>	0
<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	The area of work and use of consultants does not leave much scope for innovation. However, he is a sound engineer with a practical background and a pragmatic approach. IMI / Virgin Metals project.

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	Liaison with clients, particularly at site meetings, requires a practical application of engineering, where he is the sole company representative. IMI and Morrison projects. Integrates new ideas into current practice.

C Leadership and management

Key elements of competence	Examples of meeting C
experience of effective project planning and implementation manages and plans budgets, tasks, people and/or other resources	This is the essence of his present job. He demonstrated a first-class knowledge of planning and control. Leads bid team for lower-level contracts.

ensures team members have appropriate skills contribution to continuous improvement via quality management	
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D Communication and inter-personal skills

Key elements of competence	Examples of meeting D
demonstrates oral communication skills displays written communication skills has the ability to present and discuss ideas and plans ability in team building and negotiating activities	Slightly hesitant oral delivery but excellent written work. Demonstrated a good understanding of team work in practice. Has to negotiate with both customers and suppliers.

E Professional conduct

Key elements of competence	Examples of meeting E
compliance with codes and rules of conduct of the profession application and management of safe systems of work familiar with relevant legislation especially health, safety, risk and the environment displays a commitment to undertake continuing professional development, including a personal Development Action Plan demonstrates involvement with the IMechE, other professional engineering Institutions, schools, colleges or local other community activities	Good understanding of standards and legislation affecting the water industry. Professional approach to engineering. Undertaking an MSc in Public Health Engineering. Development Action Plan tabled at interview. None at present.

COMPETENCES AWARDED

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

PANEL RECOMMENDATION

Transfer to Member

MEMBERSHIP COMMITTEE DECISION

Transfer to Member