

ECIT Engineer Standards

Engineer	Senior Engineer	Principal Engineer
Research and Development	Research and Development	Research and Development
A growing portfolio of high quality outputs such as technical reports, design specifications and project deliverables which have successfully passed formal quality review procedures.	A sustained stream of high quality outputs such as technical reports, major component design specifications and project deliverables which have successfully passed formal quality review procedures.	A substantial track record of producing high quality outputs such as technical reports, system or architectural design specifications and project deliverables which have successfully passed formal quality review procedures.
Expected to produce high quality reports and deliverables that enable commercialisation or assist in raising funds to support further R&D activity.	Expected to assist in raising substantial funds to support further R&D activity. As evidenced by contributions such as the definition of a work package for a project proposal aimed at EPSRC or H2020 as an example. The delivery of commercialisation activity (for example contract R&D activity directly sponsored by a company) will also be considered as evidence of raising funds to support further R&D activity.	A substantial track record of developing project proposals for a range of funders and funding streams such as national and international competitive sources e.g. EPSRC, H2020. Attracting commercial sponsorship (for example contract R&D activity) will also be considered as evidence of raising funds to support further R&D activity.
Evidence of team involvement and constructive participation.	Successful track record of supervising junior staff and/or students. Supervision in this sense relates to technical leadership/direction/assistance provided to project team members.	Successful track record of supervising staff and/or students. Strong track record of technical leadership and/or delivery management of complex R&D projects.
Collaboration	Collaboration	Collaboration
Expected to interact with and develop positive working relationships with academics, technical and project management staff from industry and/or government agencies.	Expected to interact with others including academic staff, senior industry and government executives. Expected to understand and articulate the challenges and objectives of one or more of ECIT's industrial partners.	Strong track record of interacting with and positively influencing key decision makers including academic staff, senior industry and government executives. Expected to understand and articulate sector intelligence and market trends.
Collaboration with other Research Centres where appropriate.	Collaboration with other Research Centres where appropriate.	Collaboration with other Research Centres where appropriate.

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Skills Framework for the Information Age (SFIA)	Skills Framework for the Information Age (SFIA)	Skills Framework for the Information Age (SFIA)
<p>Autonomy Works under general supervision. Uses discretion in identifying and resolving complex problems and assignments. Specific instruction is usually given and work is reviewed at frequent milestones. Determines when problems should be escalated to a higher level.</p> <p>Influence Interacts with and influences project team members. Frequent external contact with customers. In predictable and structured areas may supervise others. Decisions may impact work assigned to individual/phases of project.</p> <p>Complexity Broad range of work, sometimes complex and non-routine, in a variety of environments.</p> <p>Research/Innovation/Professional Skills Understands and uses appropriate methods tools and applications. Demonstrates innovative, analytical and systematic approach to problem solving. Takes initiative in identifying and negotiating appropriate research and development opportunities. Contributes fully to the work of teams. Can plan, schedule and monitor own work (and that of others where applicable) competently within limited time horizons. Is able to absorb and apply new technical information. Is able to work to required standards and to understand and use the appropriate methods, tools and applications. Appreciates wider field of research and development, how own role relates to other roles and to the work of ECIT and its customers.</p>	<p>Autonomy Works under general direction within a clear framework of accountability. Substantial personal responsibility and autonomy. Plans own work to meet given objectives and processes.</p> <p>Influence Influences team and specialist peers internally. Influences customers. Some responsibility for work of others and allocation of resources. Participates in external activities related to specialisation. Decisions influence success of projects and team objectives.</p> <p>Complexity Broad range of complex technical or professional work activities, in a variety of contexts.</p> <p>Research/Innovation/Professional Skills Selects appropriately from applicable standards, methods, tools and applications and uses them effectively. Demonstrates innovative, analytical and systematic approach to problem solving. Communicates fluently orally and in writing and can present complex technical information to both technical and non-technical audiences. Is able to plan, schedule and monitor work activities in order to meet time and quality targets. Is able to absorb rapidly new technical information and apply it effectively. Good appreciation of wider field of research and development, how own role relates to other roles and to the work of ECIT and its customers.</p>	<p>Autonomy Has defined authority and responsibility for a significant area of work, including technical, financial and quality aspects. Assists in establishing Institute objectives and delegates assignments. Accountable for actions and decisions taken by self and subordinates.</p> <p>Influence Influences Institute strategy formation. Influences at level of division internally and influences customer and industry at senior management level. Decisions impact on ECIT's achievement of organisational objectives and financial performance. Assists with developing high-level relationships with customers, suppliers and industry leaders. Participates in external activities related to specialisation.</p> <p>Complexity Highly complex work activities covering technical, financial and quality aspects and contributing to formulation of strategy. Work involves innovative application of wide range of technical and/or management principles.</p> <p>Research/Innovation/Professional Skills Can absorb complex technical information and communicate fluently orally and in writing and can present complex technical information to both technical and non-technical audiences. Is able to assess and evaluate risk and to understand the implications of new technologies. Demonstrates clear leadership skills and the ability to influence and persuade. Has a broad understanding of all aspects of research and development and deep understanding of area(s) of specialisation.</p>

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Societal & Economic Impact	Societal & Economic Impact	Societal & Economic Impact
Contribute to the Vision/Mission, Values of ECIT, the Faculty and the University.	Contribute strongly to the Vision/Mission, Values of ECIT, the Faculty and the University and provide a role model for younger staff.	Take a leadership role in developing the Vision/Mission, Values of ECIT, the Faculty and the University and provide a strong role model for all staff.
Contribute to ECIT, Faculty and University plans and objectives.	Contribute to a significant new initiative which potentially influences ECIT, Faculty or University strategic direction.	Initiate and create a significant new initiative which potentially influences ECIT, Faculty or University strategic direction.
	Contribute to ECIT, Faculty and University plans and objectives.	Strongly contribute to ECIT, Faculty and University plans and objectives.
Mentoring and training of less experienced staff or students as appropriate for level.	Mentoring and training of less experienced staff or students as appropriate for level.	Provide mentoring and support for staff and students. Undertake staff appraisals, as appropriate, setting realistic objectives consistent with that of ECIT, the Faculty and the University. Taking ownership of and addressing important challenges and issues.
Developing links with industry and industry related bodies.	Strongly links with industry and industry related bodies.	Active involvement with industry and industry related bodies.
Participates in technology transfer activities.	Coordinates technology transfer activities.	Sources opportunities for technology transfer.
Personal Development	Personal Development	Personal Development
Evidence of continuing professional development for instance with professional bodies, industry panels etc. Takes initiative to keep skills up to date and to maintain awareness of developments in the industry.	Evidence of continuing professional development for instance with professional bodies, industry panels etc. Takes initiative to keep both own and subordinates skills up to date and to maintain awareness of developments in the industry.	Evidence of continuing professional development for instance with professional bodies, industry panels etc. Takes initiative to keep both own and subordinates skills up to date and to maintain awareness of developments in the industry.