

Engineers provide an accurate assessment of current operations, design and plan solutions, and manage complex technical projects. They are responsible for improving the functionality of various processes utilizing engineering tools and principles, analyzing project requirements, creating detailed plans and models, troubleshooting technical issues, and overseeing testing to ensure safety, legal compliance, and efficiency.

### Example positions

City Engineer, Civil Engineer, Structural Engineer, Mechanical Engineer, Process Engineer, Electrical Engineer, Industrial Engineer, Controls Engineer, Network Engineer

## COMPETENCIES

**Analytical Thinking** - Engineers grasp the underlying concepts in complex information, are able to identify root causes of problems, and formulate solutions based on a synthesis of information.

**Quality Focus** - They ensure that all work in their business area, throughout the organization, by vendors, suppliers, etc. is performed with excellence and to high standards for quality and integrity.

**Compliance** - Engineers work to ensure that they, team members, other employees, contractors, strategic partners, and other relevant stakeholders act in accordance with all pertinent rules, regulations, policies, and best practices.

**Accountability** - They take responsibility for their own performance and accept full ownership of issues, problems, and opportunities, regardless of the source.

**Deliberative Decision Making** - Engineers gather, consider, and evaluate all relevant information to make logical conclusions before being moved to action.

**Information Seeking** - They are driven by an underlying curiosity and desire to know more about things, people, or issues. This involves going beyond routine questions and includes digging or pressing for exact information, resolving discrepancies by asking a series of questions, or conducting less-focused environmental scanning for opportunities or miscellaneous information that may be used in the future.

**Communicating** - They provide the information required by others in a concise, direct, and unambiguous way. They perceive how the message affects the receiver and strive to ensure that the receiver clearly understands the specifics and function of the message.

**Initiating action** - They tend to be self-starters and will take a lead role in improving or enhancing a product or service, avoiding problems, or developing new opportunities. They will often demonstrate a sincere positive attitude toward getting things done and will seek out additional responsibilities that may go beyond the scope of their formal job description.

**Learning Agility** - Engineers discern patterns in data, recognize relationships between concepts, and rapidly apply learning from one context to solve analogous problems in different contexts.

### Representative behaviors

- Analyzes the root causes of problems and identifies solutions
- Demonstrates great attention to detail
- Maintains appropriate documentation related to compliance, regulations, etc.
- Evaluates short- and long-range implications of decisions
- Gathers all information needed to make informed recommendations
- Readily shares information with the appropriate people in a timely manner
- Works to complete tasks better, faster, or more cost effectively
- Updates knowledge and skills regularly



JOB MODEL																	
Leading		Active Communication		Interpersonal Dynamics		Making Decisions		Solving Problems		Managing Processes		Self-Management					
Leadership Maturity		Influence and Persuasion		Interpersonal Sensitivity		Deliberative Decision Making		Creativity and Innovation		Quality Focus		Composure and Resiliency					
Leadership Communication		Conflict Management		Helpfulness		Decisiveness		Analytical Thinking		Compliance		Generating and Expressing Enthusiasm					
Driving Results		Negotiating		Service Focus		Strategic Thinking		Learning Agility		Response Orientation		Strength of Conviction					
Leading Change		Active Listening		Relationship Building		Organizational Citizenship		Scientific Acumen		Safety Focus		Achievement Motivation and Perseverance					
Managing Innovation		Communicating		Collaboration and Teamwork		Information Seeking		Business Acumen		Process Management		Self-Awareness					
Managing Quality		Instructing		Organizational Savvy						Time Management		Adaptability					
Team Building				Global Mindset						Planning and Priority Setting		Initiating Action					
Coaching and Developing Others										Organizing and Documenting Information		Accountability					
Delegating										Applying Standard Practices		Professionalism					
Fact-Based Management												Continuous Learning					
Strategic Talent Management												Extended Task Focus					
Directing												Comfort with Ambiguity					