

Assessment Criteria:

Engineering Manager [ANZSCO 133211]

Basis of assessment

The Australia and New Zealand Standard Classification of Occupations (ANZSCO) is the basis for the assessment of applicants' qualifications and experience required to perform specific jobs and what the tasks are that the applicant is expected to have performed in that occupation.

The Country Education Profiles (CEP) prepared by the Australian Government Department of Education are the basis for any educational assessment.

Years of experience

Applicants must meet certain employment requirements depending on their educational background and the occupation being assessed.

If an applicant holds a Bachelor's or Master's degree that is highly relevant to the occupation being assessed and comparable to an equivalent AQF qualification, the applicant must demonstrate employment experience:

- in an engineering-related role for at least three years; **plus**
- in the role as Engineering Manager for at least two years.

If an applicant does not hold a Bachelor's or Master's degree that is highly relevant to the occupation being assessed and comparable to an equivalent AQF qualification, the applicant must demonstrate employment experience:

- in an engineering-related role for at least five years; **plus**
- in the role as Engineering Manager for at least two years.

Currency of industry skills

To demonstrate currency of skills and industry knowledge, applicants will need to provide evidence of at least **one-year** full-time (or part-time equivalent) paid employment relevant to the occupation being assessed in the past **five years**.

Position Description/ Responsibilities

Engineering Managers plan, organise, direct, control and coordinate the engineering and technical operations of organisations.

The applicant's employment experience as Engineering Manager must be consistent with the tasks outlined in the ANZSCO code:

- determining, implementing and monitoring engineering strategies, policies and plans
- interpreting plans, drawings and specifications, and providing advice on engineering methods and procedures to achieve construction and production requirements
- establishing project schedules and budgets
- ensuring conformity with specifications and plans, and with laws, regulations and safety standards
- ensuring engineering standards of quality, cost, safety, timeliness and performance are observed
- overseeing maintenance requirements to optimise efficiency
- liaising with marketing, research and manufacturing managers regarding engineering aspects of new construction and product design
- may contribute to research and development projects

Specialisations/alternative Titles:

- N/A

Position and reporting lines

Dependent on the size of the organisation, business or geographical structure:

- The Engineering Manager position held by the applicant must be the **most senior engineering position** in your organisation or division.
- The applicant's responsibilities as Engineering Manager must clearly be at a **strategic level** with decision-making authority in key engineering related matters.
- The applicant is expected to have reported to either a member of the Senior Leadership Team (C-Suite/Executive-level managers) or the Head of a division/department or equivalent.
- The applicant is expected to supervise the direct reports' activities and monitoring their performance and development on an ongoing basis.

Type of organisation

To be assessed as an Engineering Manager for migration purposes, the size and complexity of the organisation will influence the assessment.

*Note: applicant with education and employment background in software/system engineering might find their experience aligns more closely with occupations under [ANZSCO UNIT GROUP 1351 ICT MANAGERS](#); Similarly applicant with education and employment background in Telecommunications Engineering might find their experience aligns better with occupations under [ANZSCO Unit Group 2633 Telecommunications Engineering Professionals](#). These occupations sit in different parts of the ANZSCO and are assessed by other designated assessing authorities.

Management & Leadership

The applicant must demonstrate management and leadership experience by referring to the IML Management Competency Framework on the next page and selecting one competence from each of the three areas:

1. Manage self
2. Manage and lead others
3. Manage and lead the business.

Applicants are encouraged to use the STAR method (Situation, Task, Action, and Result) to provide a specific example from their professional experience that demonstrates the competencies selected. The written response for each competency should be 500 words or less and should focus on:

- The specific situation or task that required the use of the competencies
- The actions taken by the applicant to manage and lead in the situation
- The results achieved as a result of those actions
- Reflection on what the applicant learned from the experience



IML Competency Framework



Manage & lead self

- Manage personal and professional development
- Manage time and priorities
- Communicate effectively
- Develop and maintain professional networks
- Foster emotional intelligence
- Cultivate business acumen
- Develop creative and innovative thinking
- Develop decision-making and problem-solving skills
- Develop influence and negotiation skills
- Manage personal wellbeing

Manage & lead others

- Lead your team and area of responsibility
- Manage people, performance and develop individuals
- Provide coaching and mentoring
- Delegate effectively
- Develop and sustain collaborative internal and external relationships
- Manage conflict
- Recruit, select, induct and retain people
- Value and promote diversity within your team

Manage & lead the business

- Provide leadership across the organisation
- Develop and implement your organisation's vision, values and culture
- Facilitate and manage innovation, change and continuous improvement
- Manage Financial and Human Resources
- Promote equality of opportunity, diversity and inclusion within your organisation
- Develop and implement your organisations strategic direction
- Focus on objectives and key results