



# Appointment Brief Chief Executive Officer

January 2023

Reference: MBGUA

*Engineers Examine Equipment by This is Engineering*



# An introduction

The Engineering Council (EngC) is a registered charity and operates under a Royal Charter. It is the UK regulatory body for the engineering profession. Its Charitable Objects under the Charter are to advance education in, and to promote the science and practice of, engineering (including relevant technology) for the public benefit and thereby to promote industry and commerce in the United Kingdom and elsewhere.

The EngC maintains the national Register of Engineering Technicians (EngTech), Incorporated Engineers (IEng), Chartered Engineers (CEng) and Information and Communications Technology Technicians (ICTTech). The Engineering Council also sets and maintains the United Kingdom Standard for Professional Engineering Competence and Commitment (UK SPEC) and the ICTTech Standard, and the internationally recognised standards of competence and commitment that govern the award and retention of these titles. The Engineering Council also sets the standards for recognition of engineering education programmes that provide the underpinning knowledge and understanding to develop the skills and ethical behaviours required for professional engineering practice.

This is achieved through the commitment of the entire engineering community, particularly the professional engineering institutions (PEIs) and Professional Affiliate organisations. Nearly a quarter of a million people have met the standards for registration with the Engineering Council, around a fifth of them are based outside the UK. The Engineering Council is an active member of international agreements and organisations, enabling it to exert influence internationally. This not only supports the international mobility of professionally registered engineers and technicians but also benefits UK engineering businesses and the UK system of engineering education.



## Primary Functions

Society assumes that engineers and technicians will undertake their work with diligence and integrity. Professional registration is a mechanism that underpins and allows the public to have this trust. The Engineering Council received its Royal Charter in 1981 and it is charged with regulating the UK engineering profession. This includes maintaining internationally recognised standards of competence and commitment for the engineering profession, and to licence competent professional engineering institutions to champion the standards for the deliverance of public benefit. The Engineering Council achieves this through four primary functions:

**Standards** – It ensures that its standards for registration, UK-SPEC and the *ICTTech* Standard remain fit for purpose and recognised, and that standards are maintained and appropriately developed, and supported by professional engineering institutions, other relevant institutions, and other stakeholders. Alongside this, the Engineering Council contributes responses to external consultations, reports, and reviews to give the profession a voice, for instance on issues following the Hackett Report into the Grenfell Tower fire.

**Licensing** – The Engineering Council licenses professional engineering institutions (PEIs) to ensure they are efficiently and effectively operating due processes and thereby maintaining consistent standards of competence and commitment for individuals who are being nominated to the national Register. It achieves this objective by licensing 39 PEIs to accredit education and training programmes and to assess candidates for registration as Chartered Engineers (CEng), Incorporated Engineers (IEng), Engineering Technicians (Eng.Tech), and ICT Technicians (*ICTTech*). The organisation conducts five year and interim licence reviews, as well as constantly striving to collaborate with PEIs to improve the overall effectiveness of the profession.

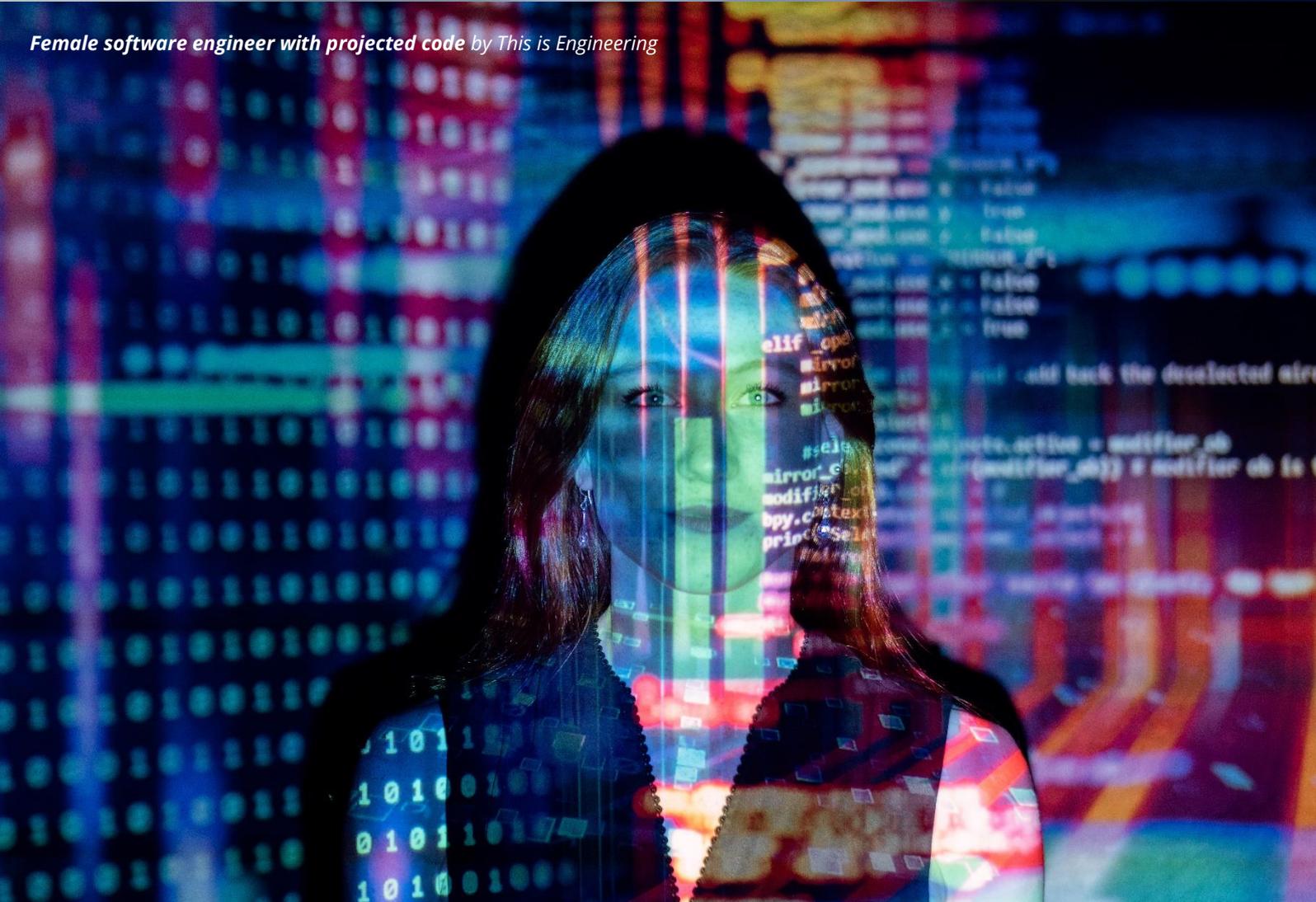
**Registration** – The Engineering Council holds the national Register of those who have satisfied their peers of their competence and commitment as CEng, IEng, EngTech, or *ICTTech*. It works with PEIs to improve the systems and processes that support the Register. The Engineering Council will continue to develop the Register's data potential to map the UK's engineering profession.

**International** – The Engineering Council ensures that its standards for registration are globally recognised, and that the international mobility of engineering professionals is facilitated. It promotes the understanding and value of the UK registration model in other countries. It is a member of a number of important international education and mobility agreements.

*Engineered clean energy storage solutions by This is Engineering*



*Female software engineer with projected code by This is Engineering*



# The Role

## Purpose of Post:

With the planned retirement of the Engineering Council's Chief Executive, Alasdair Coates, a unique opportunity exists for his successor to build on his outstanding work.

The new Chief Executive Officer will develop the underlying processes of the organisation and its relationship with the PEIs. It will also allow for ensuring that the trust that the public have in engineers is maintained and developed.

The new Chief Executive Officer must be able to continue to deliver the rigorous and robust regulatory and licensing function and maintain clear and purposeful relationships with a wide array of stakeholders including PEIs, EngineeringUK, the Privy Council Office, the Royal Academy of Engineering, other engineering bodies, government, employers, and academia. Through these relationships, the Engineering Council is in a unique position to influence how the institutions and other engineering bodies maximise their contribution to engineering and society.

The Engineering Council is delivering its 2025 Strategy 'Advancing Regulation'. The Strategy is based around a single overarching goal: to maintain the public's confidence in the engineering profession through wider promotion of the Engineering Council's regulatory work, its leadership role within the engineering community and a greater, more diverse and engaged registrant population. Success criteria are:

- a more diverse and inclusive profession,
- a more digitally innovative profession,
- an internationally respected standard, and
- an engineering profession with sustainability and ethical principles at its core.

The new Chief Executive Officer will provide leadership to a small team of staff and over 100 volunteers and support the Board and its committees at a time when key priorities include promotion of the benefits of registration, internationalisation, effective internal succession planning and continual provision of value for money. It is important to note that The Engineering Council is a Council of those institutions that have come together for common purpose. The Chief Executive Officer, therefore, has a primary role to secure the consensus view of the institutions; ensuring that this is forged into a progressive programme of work. There is a clear preference for candidates to be professional engineers, or at the very least show deep understanding of and ability to operate effectively within the engineering community. Candidates must also demonstrate a commitment to the Engineering Council's Vision and have a deep understanding of ethical and societal issues, sustainability, diversity and inclusion. Preference will be given to candidates who have experience in, or membership of an engineering institution, ideally at a chartered or equivalent grade.

## Key tasks, duties, and responsibilities:

### Direct

- Lead the strategic cycle and ensure that strategic thinking takes account of future needs.
- The operation of the national Register for professional engineers and technicians.
- The setting and maintenance of professional standards for UK registered professional engineers and technicians.
- The licensing of UK professional engineering institutions to allow the nomination of suitable candidates to the Register.
- Engagement with international partners to promote the interests of registrants and the UK registration system.
- Ensure compliance with the requirements of the Charities Act.
- The provision of support to external bodies including the Engineering Ethics Reference Group, the Engineering Apprentices and Technicians Forum, and the Mentoring Refugees into Work Committee.
- The production and implementation of strategic and operating plans within budget, reporting progress to the Board as appropriate.
- The provision of advice to the Privy Council Office and others relating to the governance of the UK engineering profession.
- The production of reports and accounts in accordance with statutory requirements.
- Delivery of a results oriented operational environment that ensures business decisions are informed, timely, effective, and efficient.
- Achievement of required outputs within agreed budgets with forward financial planning and commercial acumen embedded throughout the organisation.
- Ensure all EngC activities exhibit a commitment to diversity, equality and inclusion, and demonstrate professionalism, integrity, ethics and collaboration.

### Represent

- The UK engineering profession in general and the Engineering Council in particular, to key contacts internationally and within the UK.
- Manage relationships with key stakeholders including PEIs, EngineeringUK, Privy Council Office, Royal Academy of Engineering, engineering employers, UK universities, government departments, European Federation of National Engineering Associations (FEANI) National Members, International Engineering Alliance members (IEA).
- Identify, develop, and maintain new key relationships through effective networking.
- Develop and deliver regulatory topics related to the professional engineering landscape with authority and knowledge at key forums to help shape and influence the future.

### General

- Ensure the effective and efficient operation of the Engineering Council.
- Line management responsibilities:
  - Three direct reports,
  - 32 (FTE) indirect reports,
  - Annual budget of £2.95m,
  - External contacts 39 Licensed Members, 19 Professional Affiliates.
- Create an effective and supportive working environment for the staff team and volunteers.
- Lead key supplier relationships and monitor successful delivery.

- Ensure technology tools used to deliver business activities are up to date and reviewed at appropriate intervals for continued efficiency and suitability.

## Terms of Appointment:

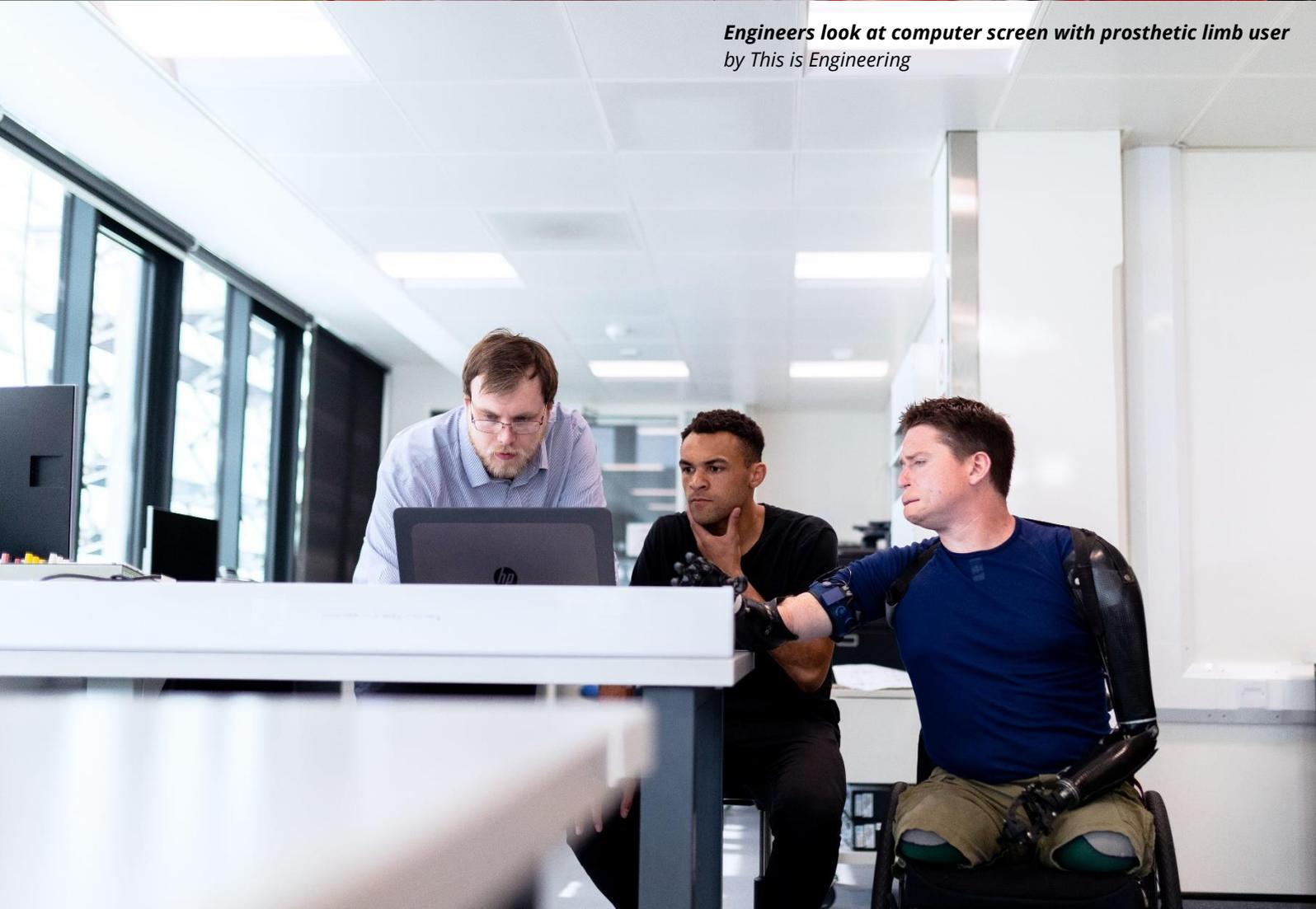
- **Reporting to:** The Board through the Chair of the Trustee Board
- **Location:** City of London, the EngC does have a Hybrid Working Policy that provides for working remotely from the London offices.
- **Scope:** Global with some overseas and UK travel.
- **Role Purpose:** To support the Trustees in delivering the agreed EngC strategy, and to lead the staff in delivering its regulatory functions.
- **Remuneration:** The remuneration package will reflect the seniority of the role.



*Structural engineer assesses earthquake damage  
by This is Engineering*



*Engineers look at computer screen with prosthetic limb user  
by This is Engineering*



# Person Specification

## Personal and Organisational Competencies:

### *Essential*

- **Values.** To be the role model for values of diversity, inclusivity, professionalism, sustainability, collaboration and ethical practice. To set the tone for the culture of the organisation and the culture that the Trustees and staff want this to be.
- **Effective influencing and communication.** Able to influence externally and internally with confidence and authority. Produces information and messages with clarity to a wide spectrum of stakeholders and ensures a common understanding.
- **Strategic Leadership.** Develops a picture of the future in order to influence organisational values, individual and group goals, systems and processes. Is able to take a vision and values created by the strategic leaders within an organisation and translate them for the individuals they have accountability for. Focuses on how the alignment of organisational systems and processes can be achieved so that they support the organisational vision and values.
- **Operational thinking.** Secures relevant information and identifies key issues and relationships when assessing operational data. Able to learn from experience and apply any newly acquired knowledge. Able to analyse situations, problems and issues, pinpointing the specific cause of the problem rather than the symptoms.
- **Operational decision making.** Selects an operational course of action after developing alternatives, evidence-based analysis, using logical assumptions and information and taking into consideration resources, constraints, and organisational values. Able to make decisions, weigh up consequences and assess the likely impact of those decisions.
- **Commercial acumen.** Understands where the organisation has to move and develop in the future and how to implement business initiatives to maximise performance within the allocated budgets. Ensure the continued economic and financial success, while delivering all required outputs with demonstrated value for money.
- **Effective Communication.** Delivers spoken and written communications that helps inform debates and influences outcomes.
- **Demonstration of performance.** Consistent achievement of objectives, delivering plans and projects on time and budget.
- **Working with others within an ethical/collaborative culture.** Recruits, supports and leads a motivated and empowered high performing team. Provides a supportive environment for a diverse and professional staff within an ethical and collaborative culture.
- **Networking.** Ability to build contacts and relationships with individuals outside their own specialism in order to access support and information when required.
- **Technology literate.** Understand the role that technology can play in delivering appropriate tools and platforms to meet the business need.

## Role Competencies:

### Essential

- Significant knowledge and understanding of engineering education, training, and qualification.
- Sound understanding of the nature of professional bodies and the role of professional regulation.
- Managing, shaping, and delivering the strategic and business plans.
- Understanding role, structures, and procedures of relevant bodies.
- Applying specialist or professional skills and knowledge.

### Desirable

- Knowledge and understanding of Charity Law.
- Awareness of international aspects of professional engagement.
- Experience of international meetings and organisations.
- Experience of working within a not-for-profit environment.

## Qualifications:

### Essential

- Graduate
- Relevant professional qualification

### Desirable

- Membership of a Professional Engineering Institution

*Engineers in meeting review data by Shell international Limited*



# How to Apply

Saxton Bampfylde Ltd is acting as an employment agency advisor to the Engineering Council on this appointment.

Candidates should apply for this role through our website at [www.saxbam.com/appointments](http://www.saxbam.com/appointments) using code **MBGUA**

Click on the 'apply' button and follow the instructions to upload a CV and cover letter, and complete the online equal opportunities monitoring\* form.

The closing date for applications is noon on **24 February 2023**.

\* The equal opportunities monitoring online form will not be shared with anyone involved in assessing your application. Please complete as part of the application process.

## **GDPR personal data notice**

According to GDPR guidelines, we are only able to process your Sensitive Personal Data (racial or ethnic origin, political opinions, religious or philosophical beliefs, trade union membership, genetic data, biometric data, health, sex life, or sexual orientation) with your express consent. You will be asked to complete a consent form when you apply and please do not include any Sensitive Personal Data within your CV (although this can be included in your covering letter if you wish to do so), remembering also not to include contact details for referees without their prior agreement.

# Saxton Bampfylde

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