

A Competency Based Development Framework for Current and Future Engineers of Record

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ABSTRACT

The development of professionals, such that they are ready to take on the responsibilities of Engineer of Record (EoR), continues to be an industry challenge due to a perception that the role carries high professional risk. This has exacerbated by the shortage of potential professionals within the mining industry.

To date industry initiatives have focused on defining competency requirements by establishing a minimum number of years of experience and/or based on technical knowledge. However, the authors believe that the demonstration of escalating levels of competency define important milestones on a professional's career journey. As such a comprehensive EoR development program can attract more professionals and develop future EoRs. This has the added benefits of building individual confidence in the role over time and allowing individuals to develop the required knowledge and, just as importantly, behaviours at their own pace while maintaining required standards.

In this paper the authors will present an overview of the WSP global EoR development program which has been implemented with the aim of achieving the following key elements:

1. Provide a framework for development by establishing a set of core competencies / behaviours for individuals to demonstrate. These are defined at various experience levels to allow for progression throughout an individuals career.
2. Provide an assessment process by which an individual's competency, relative to the requirements, can be assessed, providing for consistency across the organization.
3. Provide formal training so that EoRs understand and appreciate their responsibilities, the risks involved and key outcomes from past case studies.
4. Provide ongoing support to EoRs to assist with decision making and in navigating their responsibilities. This helps to ensure that no individual is or feels like that are making decisions in isolation.