

# Engineering Management: Manager, Engineering

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Plans and directs the activities of a group of engineers developing complex engineering projects. Must possess extensive knowledge of a specialized engineering field. Provides technical guidance and leadership to subordinate engineers. Develops and conducts work programs in accordance with company's policies, priorities and budget constraints. Manages and/or develops budgets for assigned function or department including operating requirements and equipment and material purchases. Provides technical oversight and assistance to other departments as required.

## **Guidance Given/Assignments Received**

Assignments are received in task- and objective-oriented terms. Provides direction to subordinates based on general policies and management guidance. Work is reviewed upon completion for adequacy in meeting objectives.

## **Policy Involvement**

Interprets and executes policies and procedures that typically affect subordinate organizational units. Recommends modifications to operating policies.

## **Supervisory Relationships**

Accomplishes results through lower-level subordinate supervisors or through experienced exempt employees who exercise significant latitude and independence in their assignments. Often heads a centralized functional activity.

## **Operations Involvement/Direct Work Involvement**

Functions as an advisor to a unit regarding tasks, projects and operations. Becomes actively involved in daily operations only when required to meet schedules or to resolve complex problems.

## **Impact**

Ensures that projects are completed on schedule and within budget. Erroneous decisions or recommendations or failure to complete assignments would normally result in serious delays to assigned projects, resulting in considerable expenditure of additional time, resources and funds.

## **Liaison**

Frequent contacts with internal personnel and outside customer representatives at various management levels concerning operations, scheduling or specific phases of projects or contracts. Conducts briefings and participates in technical meetings for internal and external representatives concerning specific operations.

## **Scope**

Responsible for managing programs that are of moderate risk and complexity or are developmental in nature or may have deputy responsibility for a larger program. Frequently is involved simultaneously in several programs. Ensures that all required resources such as engineering, production and computer time are available for the program. Oversees program budget and schedules prepared and managed by subordinate staff. Ensures timelines and goals are met. Serves as primary customer contact for program information. Ensures product and customer service quality. Resolves issues and/or team conflicts. May have primary responsibility for program growth, be responsible for profit and loss and developing current customer base. May be responsible for new customers or product leads.

## **Minimum Education and Experience**

8+ years of technical program-related experience in a government contracting environment with a BS Degree in Engineering, Science or a related field. Significant specialized experience in the management of technical personnel and programs that includes three years management experience.