

Engineering Management: Sr. Manager, Engineering

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 objective-oriented terms. Provides guidance to subordinates based on organizational goals and company policy. Work is reviewed in terms of meeting the organization's objectives and schedules.

Policy Involvement

Establishes operating policies and procedures that affect subordinate organizational units. Interprets, executes and recommends modifications to organizational policies.

Supervisory Relationships

Accomplishes results through subordinate supervisors or exempt specialist employees. Subject to approval, modifies the organizational structure of centralized functions and units. Often responsible for managing a staff function of the company.

Operations Involvement/Direct Work Involvement

Responsible for all projects assigned to the organizational unit. Acts as an advisor to subordinate supervisors or staff members to meet schedules or resolve technical or operational problems. Directly participates in establishing and administering many centralized functional projects. Develops and administers budgets, schedules and performance standards.

Impact

Exerts influence in the development of overall objectives and long-range goals of the organization. Erroneous decisions or recommendations would normally result in critical delays and modifications to projects or operations; cause substantial expenditure of additional time, resources and funds; and jeopardize future business activity.

Liaison

Frequent contacts with equivalent level managers and customer representatives concerning projects, operational decisions, scheduling requirements, or contractual clarifications. Conducts briefings and technical meetings for internal and external representatives.

Scope

Responsible for managing and has deputy responsibility for larger and relatively complex programs. Is frequently involved in several programs simultaneously. 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. Serves as primary customer contact for program information. Conducts training and/or team meetings. Organizes project and task workloads. Ensures timelines and goals are met. Has primary responsibility for program growth and follow-on business acquisition. Responsible for profit and loss, developing current customer base, and responsible for new customers. May mentor lower-level colleagues.

Minimum Education and Experience

10+ years of technical program-related experience in a government contracting environment with a BS Degree in Engineering, Science or a related technical field. Substantial specialized experience in the management of technical inter-disciplinary project teams and programs that includes five years management experience.