

Engineering Management: Director, 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

Work is performed without appreciable direction. Determines organizational objectives and interprets company policies. Completed work is reviewed, from a relatively long-term perspective, for desired results.

Policy Involvement

Establishes organizational policies in a major segment of the company. Interprets, executes and recommends modifications to company-wide policies.

Supervisory Relationships

Generally accomplishes results through lower management levels. Determines and establishes organizational structures and supervisory relationships, subject to top management approval. Often responsible for managing a major segment of the company.

Operations Involvement/Direct Work Involvement

Responsible for the successful operation of activities of major significance to the organization. Rarely becomes involved in daily operational activities. Is more concerned to see that overall budgets, schedules and performance standards are realistically set and attained.

Impact

Decisions would affect the financial, employee or public relations posture of the company. Erroneous decisions or recommendations would result in failure to achieve major goals and objectives of the organization.

Liaison

Represents the organizational unit as prime internal and external contact on contracts or operations. Conducts briefings and technical meetings for top management and customer representatives. Interacts with equivalent-level managers concerning matters of significance to the company.

Scope

Responsible for direct management of cost, schedule, data and proposal activity. Selects individuals most qualified to lead efforts. Advises lower-level managers so they can plan, schedule and administer program tasks, budgets and schedules. Tracks program against schedule, budget and milestone objectives. Develops and implements recovery plans. Develops master schedules, project planning, tasking, and execution. Leads efforts to improve quality or on-time delivery processes. Provides regular status reports to customers and senior management. Conducts research and works with appropriate departments to prepare bid analyses, reports, schedules, and quotes. Responsible for business development initiatives to include profit and loss. Mentors lower level colleagues.

Minimum Education and Experience

15+ Years of technical program related experience in a government contracting environment and an advanced degree in engineering, science or related technical field. Comprehensive specialized experience in the management and oversight of technical over-arching inter-disciplinary project teams and programs which includes seven years management experience of various specialty areas.