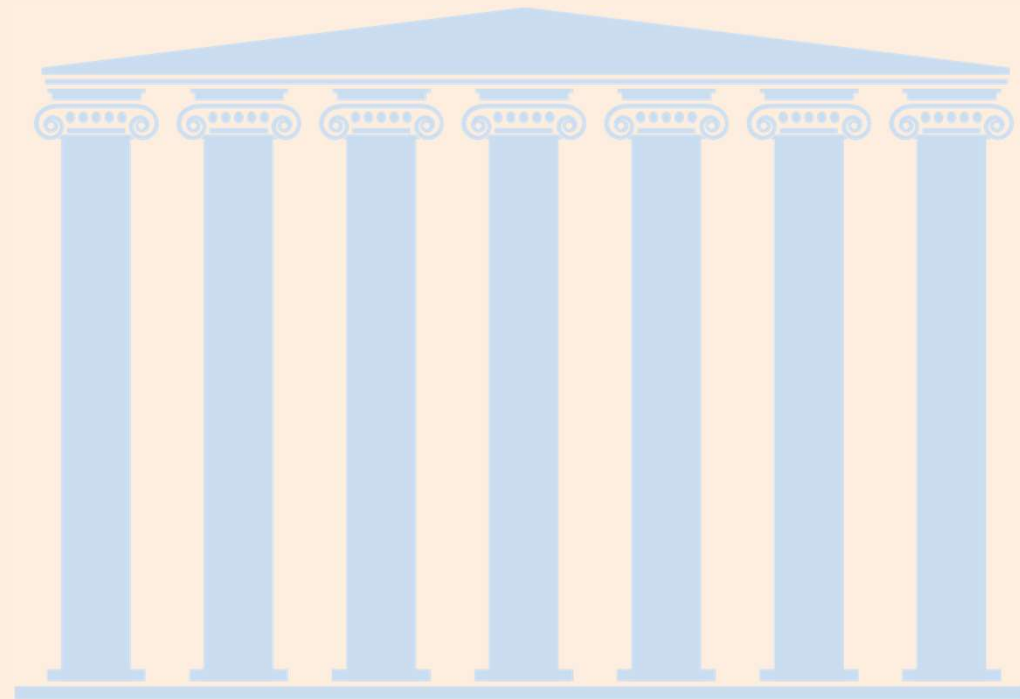


THE 7-PILLAR COMPETENCY MODEL



In an Engineering & Construction sector the competencies revolve around The following functional areas :

- 01 HSE Management
- 02 Project Management
- 03 Engineering & Design Management
- 04 Operations & Maintenance Management
- 05 Finance Management
- 06 Human Resource Management
- 07 General Management



Our Focus is on imparting the knowledge in all the core functional competencies so that learners can practice and develop the skills on the job.



PILLAR 1 – HSE MANAGEMENT



CORE COMPETENCIES

HIGH LEVEL DEFINITIONS AND EXPECTATIONS

WORKPLACE HSE CULTURE

Create and maintain a Workplace Safety and Health culture based on a common set of attitudes, behaviors, and competencies

HAZARD AND RISK IDENTIFICATION

Implement a systematic approach for hazard identification and risk assessment so as to effectively eliminate or reduce risks

HSE MANAGEMENT SYSTEM

Understand Health Safety and Environment (HSE) frameworks and implement procedures and practices to ensure a safe and reliable workplace environment.

EMERGENCY RESPONSE

Manage emergency response plans for the range of contingencies affecting.



PILLAR 2 – PROJECT MANAGEMENT



CORE COMPETENCIES	HIGH LEVEL DEFINITIONS AND EXPECTATIONS
Contract Performance Management	Monitor contract and procurement performance to cut costs, eliminate risks, and drive continuous process improvement by measuring and analyzing vendor and process efficiency
Materials Management	Formulate and implement Material & inventory management strategies targeted at ensuring availability of equipment, tools and materials for engineering projects for the purpose of construction, operations and maintenance works
Program Management	Manage multiple projects within the organization to identify efficiencies of common policies, procedures, and practices
Project Planning & Scheduling	Plan and manage project schedules in accordance with the organizational standards and reporting.
Project Risk Management	Manage risks relating to specific projects as precaution against internal and external vulnerabilities
Project Contracts and Contracting	Maximize the organization's operational and financial performance by drafting contracts, negotiating contract terms and conditions, ensuring compliance with contract terms and conditions, and effecting amendments



PILLAR 3 – ENGINEERING & DESIGN



CORE COMPETENCIES	HIGH LEVEL DEFINITIONS AND EXPECTATIONS
3D Modelling	Generate 3D models using a variety of modelling software to represent characteristics of a real-world system
Engineering Design & Specification	Create design specifications and technical drawings to guide installation and construction works
FEED	Manage Front-End Engineering and Design for equipment, components, and systems
Reliability Engineering Management	Manage life cycle costing, root cause failure analyses, reliability modelling and assessments, fit-for-purpose analyses and failure patterns of equipment to provide reliability engineering technical support to construction, maintenance and project teams
Safety in Design	Develop engineering designs and solutions to ensure compliance with Design for Safety regulations while safeguarding the safety and health of users, stakeholders, and the public



PILLAR 4 – OPERATIONS & MAINTENANCE



CORE COMPETENCIES	HIGH LEVEL DEFINITIONS AND EXPECTATIONS
Asset Management	Formulate and implement the organization's asset management policies to optimize asset life-cycle and performance
Commissioning & Startup	Apply continuous improvement processes to optimize operating cost, task efficiency and effectiveness in production, services, and processes
Inspection & Testing	Develop testing plans and procedures by determining scope and risks, identifying the objects of testing, selecting test methods and tools, and controlling test implementation
Maintenance Planning & Scheduling	Plan and manage maintenance schedules in accordance with the organizational standards and Original Equipment Manufacturer's recommendations
Maintenance Strategy & Reference Plans	Formulate and implement organizational maintenance strategies to enhance performance and operational reliability



PILLAR 5 – FINANCE MANAGEMENT



CORE COMPETENCIES	HIGH LEVEL DEFINITIONS AND EXPECTATIONS
Budgeting	Prepare organizational budgets to support short-and long-term business plans through forecasting, allocation, and financial policy setting
Cost Management	Analyze, plan and manage costs for cost efficiency and expense reduction
Finance Management & Reporting	Ensure healthy finance to aid business growth and operations
Project Finance	Assess the business environment and organizational capabilities to evaluate and determine the feasibility of a project



PILLAR 6 – HUMAN RESOURCE MANAGEMENT



CORE COMPETENCIES

HIGH LEVEL DEFINITIONS AND EXPECTATIONS

Learning & Development

Manage employees' learning and development activities to maximize employee' potential and capabilities to contribute to the organization

Personnel Management

Apply organization's human resources policy, procedures, and standards to effectively manage staff under the direct control of the position holder ranging from coordination to directing people and teams



PILLAR 7 – GENERAL MANAGEMENT



CORE COMPETENCIES	HIGH LEVEL DEFINITIONS AND EXPECTATIONS
Continuous Improvement	Apply continuous improvement processes to optimize operating cost, task efficiency and effectiveness in production, services, and processes.
Organizational Resource Management	Implement resource management plans including, defining organization's resource requirements, functional roles, job role descriptions, reporting lines, accountabilities, and responsibilities
Organizational Risk Management	Implement resource management plans including, defining organization's resource requirements, functional roles, job role descriptions, reporting lines, accountabilities, and responsibilities
Stakeholder Management	Manage organization's key stakeholders, strategic partners, and investors to ensure continuous levels of engagement by identifying needs, setting service standards, and resolving issues in accordance with organizational procedures.
Strategy Development	Develop organizational strategies and policies by analyzing the impact of internal and external influencing factors and seeking consultation from relevant stakeholders.
Continuous Improvement	Apply continuous improvement processes to optimize operating cost, task efficiency and effectiveness in production, services, and processes.



PILLAR 7 – GENERAL MANAGEMENT



CORE COMPETENCIES	HIGH LEVEL DEFINITIONS AND EXPECTATIONS
Business Negotiations	Conduct negotiations to establish win-win outcomes for the organization
Business Performance Management	Implement organizational performance systems to meet business plans and objectives by establishing performance indicators, tracking progress, and addressing gaps.
Business Proposal Writing	Strategies action plans and prepare business proposals to capitalize on new business opportunities.
Change Management	Adopt organization's conflict mediation guidelines to find peaceful solutions to disagreements by evaluating and implementing resolution approaches and analyzing mediation outcomes.
Conflict Resolution	Manage organizational change management systems to drive organizational success and outcomes by preparing, equipping, and supporting adoption of change.
Business Negotiations	Conduct negotiations to establish win-win outcomes for the organization