MAGNUS

CASE STUDY | PROJECT ENGINEER TRAINING PROGRAMME

Creating a structured pathway from junior engineer to competent site engineer

Challenge

- A privately owned large contractor wanted a structured site-engineering programme for Trainee, Assistant and Project Engineers
- Initial cohort of 13 junior engineers: around ten entry-level, three graduates ready for advanced development to help develop others in time

The need went beyond classroom training:

- A consistent definition of engineering competence
- Gaps identified between the required standard and current capability
- Stronger setting-out, temporary works, quality and verification practice
- Formal assessment combined with development on live projects
- A sustainable model developing individuals and future internal mentors

Why it mattered:

- Setting-out errors and omissions can lead to non-conformance, delay and avoidable cost

Scope

1. Define the required standard:

- The client's Engineering Competency Assessment as the benchmark, focused on Site Engineering and Temporary Works
- Role profiles and the programme plan set what good looks like at each level

2. Establish a baseline:

- Engineering self-assessment and independent technical interview
- Individual gap analysis and collective view of recurring needs
- Summary report recommending targeted training modules

3. Embed development in live delivery:

- Senior Site Engineers, supplied through *Brownlee Cale* recruitment, manage site control while supporting the juniors
- Magnus Lead Engineer, provided multi-site support, reviews progression, agrees objectives and reports to the client's Head of Engineering

Value

Partners and focus

- Client: Privately owned large contractor
- Recruitment and project-resource partner: Brownlee Cale to provide site staff under client direction and control.

What the programme created

- A defined development population
- Clear accountability for supervision, technical oversight and client governance
- A repeatable assessment method for individual development plans
- Project-based learning on live setting-out and quality work
- A route to sustainable internal capability and future mentors

