



WORK SUPERVISION

Here is the competency profile!

Aware of the crucial role played by engineers responsible for work supervision, the Ordre des ingénieurs du Québec (hereafter the "Ordre") has been working for a number of months on tools that will assist these engineers in their duties. After publishing the Guide de surveillance des travaux this past fall, the Ordre is publishing a new competency profile in the site's Guide de pratique professionnelle. A must-read!

A VERSATILE TOOL

The competency profile relating to work supervision is added to nine other competency profiles all aimed at one thing: supporting the development of engineers' competencies in areas where the practice of engineering is lacking in certain ways.

As it did for all other competency profiles, the Ordre asked

several experts, renowned in their fields (see box), to list the competencies engineers must have in order to carry out work supervision. Engineers who want to gain experience in work supervision will find all the necessary information to guide them in acquiring these competencies in the new profile. Seasoned engineers can use the profile to self-assess.

PROFESSIONAL DEVELOPMENT

Employers can also use the competency profile to guide their engineers' professional development. Some may even use it as a reference when assessing candidates during interviews or to explain the importance of various steps in work supervision to their clients.

A DETAILED TOOL

The competency profile is presented as an enlightening comprehensive list. In the first section entitled "Inventory

of required competencies", the profile provides a list of the skills that engineers who carry out work supervision must possess. This list is composed of two main parts:

- **technical competencies**, namely the duties that engineers specialized in work supervision must carry out in accordance with engineering requirements;
- **general competencies**, namely the skills and qualities – relating to morality, relationships, etc. – that these engineers must have in order to fulfill their duties and responsibilities.

In the second section, "Detailed description of required competencies", the competency profile goes even further and provides details for those elements that are considered critical and that engineers in the field must possess at a minimum.

LE PROFIL DE COMPÉTENCES

RECENSE ET DÉCRIT LES

COMPÉTENCES REQUISES EN

SURVEILLANCE DES TRAVAUX.

For example, the competency entitled "Establishing the supervision mandate" (field A) is divided into **seven elements** in the first section:

1. Identify the client's needs and expectations;
2. Itemize the supervision services and the deliverables relating to the needs;
3. Offer additional services;
4. List the information and services that the client must provide;
5. Define the timetable;
6. Determine the fees and payment terms;
7. Formalize the mandate in a letter or contract.

The seventh element "Formalize the mandate in a letter or contract" is further detailed in the second section to specify what the engineer must be able to do in that respect..

This new tool is brimming with information that is sure to lead the reader in the right direction. For example, it is stated that in order to "Establish the supervision needs" (field B), engineers must adapt to the technical scope and context of the project, take the project's critical elements into consideration and prepare a supervision plan for the work. Also, when supervising works, engineers must be able to deal with technical deviations and changes, among other

things... ... The competency profile covers the matter entirely!

A TOOL THAT IS EASY TO FIND

Work supervision is your business? Visit the site at gpp.oiq.qc.ca. Click on "Professional Development", then on "Competency Profiles": you will find the profile relating to this area of expertise. This tool is meant to be as precise as possible but it is sure to evolve over time.

COMING SOON: PROFESSIONAL TRAINING

In order to complete its tools relating to work supervision, the Ordre will offer new professional training early in 2016. To know more, see p. 29-31..

Drafting committee – competency profile in work supervision

The Ordre wishes to thank the members of the drafting committee for this new competency profile:

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