

Programme overview

The ECITB Project Management Steering Group has developed a programme for individuals working within the engineering construction industry (ECI) who wish to further their careers in the project management and project control specialisms. The Project Management Steering Group comprise of senior industry practitioners collaborating together to provide experiential development and guidance across all sectors within the EPC community in sectors such as power, water, nuclear, upstream oil and gas, pharmaceutical and chemical, renewables and food and drink.

The ECITB is looking for candidates to participate in an eight month guided programme. This is available to the wider project management community including ECITB member and non-member companies.

What to expect

The Project Management Mentoring
Programme is a guided relationship with
ECITB recognised industry mentors who
are experienced project management
practitioners working within the ECI, sharing
their knowledge, skills and experience to
assist the mentees' progress in their careers.

The scope of mentoring will include project management tools, behaviours and leadership development within the context of operations within the engineering construction industry sector.

Benefits

Mentees recommend this programme identifying the following benefits:

- As the mentor is independent of the work, this enables open and empowering discussions
- Exposure to broader project management networks and perspectives from other areas of industry
- Increased career development motivation
- Improved project management knowledge and skills
- Changed behaviours in relation to work and personal development

Programme structure

Successful applicants will:

- Undertake a self-assessment against a recognised project management framework
- Agree with their industry mentor areas of competence for development
- Set objectives and action planning
- Have regular communication and reviews with their mentor
- Undertake a post-programme self-assessment (against the ECITB project management framework) and review progress against set objectives

Mentee experience/ prerequisites

Mentees should already be working within the engineering construction sector and working within a projects role, and would like to develop/enhance their skills and competence in this area, recognising the time commitment required for the 8 month programme.

For the mentoring programme applicants must have achieved:

- PMQ/APMP/IPMA Level D (or equivalent) and minimum 3 years' relevant experience OR
- 5 years' relevant experience as a minimum

We welcome applications from all levels and through our extensive mentor/mentee matching process, we will ensure that each pairing is suitably matched based on experience level and/or objective.

Fees

The **ECITB recognised industry mentors** volunteer their time and knowledge. There is no cost to join the programme however mentees are responsible for any travel expenses incurred.

For candidates not able to attend mentoring for a May launch, please note your interest in the programme by emailing:

PM-Mentoring@ecitb.org.uk

How to apply

ECITB industry recognised mentor process

Register interest

Submit an expression of interest via application form to **PM-Mentoring@ecitb.org.uk** with statement of experience in the engineering construction industry and mentoring and reasons for wishing to commit to PM mentoring.

Discussion

Review of interest by steering group with mentor to meet/discuss programme with potential new mentors, their interest in the programme and relevant experience.

Invitation

Mentor receives response to expression of interest from ECITB with invitation to access information on the mentoring scheme and the process which is to be applied.

Programme structure

Mentor to read and acknowledge following documents:

- ECITB mentoring guidelines
- ECITB mentoring terms of reference (ToR)
- ECITB mentoring tools (PM framework)
- Overview of programme for mentees

Recognised mentor

Mentor sends confirmation to ECITB once all documents are reviewed, and can participate in mentoring programme.

Mentor training

Training offered for mentors as required.

ECITB mentee registration process

Register interest

Submit application form via email to **PM-Mentoring@ecitb.org.uk** together with CV and qualifying statement highlighting reasons for enrolment and desired outcomes. Shortlist of applicants are sent to steering group for 'pairing.'

Confirmation

Successful applicants will receive a response from ECITB with an invitation to join the programme.

Acceptance

An email will be sent to the mentee offering a place on the programme and programme paperwork asking to undertake the ECITB project management framework. Once received the ECITB industry recognised mentor will make contact to confirm arrangements and schedule first meeting.

Programme launch

Meeting for mentees induction to the programme to cover:

- Mentoring relationship
- Objective setting

Meeting for all mentees and mentors selected for the programme:

- Introduction of mentors to mentees
- Introduction to programme and network
- Sharing top tips for success from previous programmes

Programme outline

Mid-point First meeting Final meeting **Feedback** Steering review Review and (4 months) (8 Months) Mentor Review of sign ToR to submit programme • Mid-point Mentee to programme complete PM feedback Recommendations Define meeting of \rightarrow \rightarrow objectives mentors and competence mentees framework Mentee Complete assessment to submit Mentees personal programme development submit Mentor & feedback plans - part A updated mentee and B review Mentor mentee action plan success network meeting