

Engineering and Land Survey Group, Engineering Sub-group (EN-ENG)

Introduction This classification standard mapping tool has been developed to ensure consistency in applying the *Engineering and Land Survey Group, Engineering Sub-group* classification standard to UCS-style work descriptions and to assist in identifying and collecting information that may be missing from these work descriptions.

Getting Started Before you begin, you will need to read the entire work description. The map will guide you to the UCS elements where you are most likely to find the information you need to evaluate the position for each of the factors in the classification standard. However, there may be relevant information elsewhere in the work description. You may also have to talk to the manager and consult other sources of information such as your human resources information system, or other documentation to gain a good understanding of the position being evaluated.

In the map below, you will find a list of the elements in the UCS-style work description that are relevant in applying the *Engineering and Land Survey Group, Engineering Sub-group* classification standard, for each of the factors in the standard. The factors in the classification standard appear on the left. The map will also help you identify other information that is required to evaluate the work description, as well as where you can find this additional information. The UCS element(s) that are considered most relevant to the factors in the classification standard appear in **bold**.

<i>Scope for Initiative and Judgement</i>	<i>UCS Element</i>	<i>What to look for</i>
	Information for the Use of Others	Responsibility for information provides an indication of scope for initiative and judgement required to define problems, make recommendations, develop standards, etc.
	Leadership of Human Resources	Responsibility will reflect scope for initiative and judgement related to management of an engineering organization or significant contracts (higher level positions only)
	Money	May provide an indication of accountability for financial resources – freedom to take action

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<i>Scope for Initiative and Judgement</i> <i>...continued</i>	<i>UCS Element</i>	<i>What to look for</i>
	Physical Assets and Products	Responsibility for design, construction or maintenance of facilities, etc. reflect scope for initiative and judgement; also relevant if there is responsibility for test equipment, etc.
	Ensuring Compliance	Will indicate judgement required when ensuring compliance, accepting work of contractors, enforcing standards in a regulatory program, etc. – freedom to take action
	Job Content Knowledge Application	Breadth and depth of subject matter expertise will provide an indication of scope for initiative and judgement in terms of guidelines provided and guidance received
	Contextual Knowledge	Application of contextual knowledge will reflect freedom to choose course of action; reflects legislative environment, standards, codes etc.; guidance received
	Intellectual Effort	Relevant as an indicator of requirement to identify and resolve problems; guidelines provided, guidance received and freedom to take particular courses of action
	Other information required and where to find it	Availability of direction – organization chart, manager
<i>Responsibility for Recommendations, Decisions and Commitments</i>	Information for the Use of Others	Responsibility for information provides an indication of the nature and diversity of problems concerning which recommendations, decisions and commitments are made, and their effect; also relevant as an indicator of extent of authority
	Leadership of Human Resources	Will provide an indication of responsibility for managing people, project management, planning, managing consultants
	Money	Relevant for responsibility for financial resources
	Physical Assets and Products	Relevant for responsibility for equipment and resources

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<i>Responsibility for Recommendations, Decisions and Commitments ...continued</i>	<i>UCS Element</i>	<i>What to look for</i>
	Ensuring Compliance	Reflects extent of authority to make recommendations and decisions about compliance
	Job Content Knowledge Application	Breadth and depth of expertise and its application provides a good indication of responsibility – nature and diversity of problems, extent of authority, effect of recommendations, decisions and commitments
	Contextual Knowledge	Application of contextual knowledge indicates knowledge of legislative and regulatory environment; relevant for extent of authority to make recommendations and their effect
	Communication	Relevant
	Intellectual Effort	Provides a good indication of the nature and diversity of problems encountered – planning and conducting assignments, improving or devising new processes, techniques, standards, specifications, etc.
	Other information required and where to find it	Organization chart may illustrate accountability
Knowledge and Skill	Information for the Use of Others	Responsibility for information may provide an indication of knowledge and skill required
	Leadership of Human Resources	Relevant for knowledge required to manage and coordinate work of professionals, train staff, etc., and for skill and knowledge in using management principles
	Money	Responsibility for budget will provide indication of requirement for knowledge of financial management
	Job Content Knowledge Application	Breadth and depth of areas of expertise will indicate requirement for knowledge and skill in applying theories and principles of engineering, management, etc.

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<i>Knowledge and Skill</i> <i>...continued</i>	<i>UCS Element</i>	<i>What to look for</i>
	Contextual Knowledge	Application of contextual knowledge will indicate requirement for knowledge of standards, legislation, industry codes, departmental organization and programs, guidelines and administrative processes, etc.
	Communication	Difficulty of communications tasks may be indicative of skill and knowledge required to persuade, negotiate, etc.
	Intellectual Effort	Approaches and solutions to problems reflect degree of knowledge and skill required – range of applications, availability of information, analytical requirements, etc.
<i>Responsibility for Contacts</i>	Information for the Use of Others	Responsibility for information will reflect nature and purpose of contacts; may provide some indication of persons contacted
	Leadership of human Resources	May provide some indication of purpose and nature of contacts; management of projects
	Contextual Knowledge	Application of contextual knowledge may reflect purpose, nature, difficulty of contacts (internal and external)
	Communication	Good indication of nature and purpose of contacts; may also have some relevance for level of persons contacted
	Other information required and where to find it	Organization chart and manager may provide additional information on authority exercised by the position
<i>Responsibility for Supervision</i>	Leadership of Human Resources	Good indication of nature and degree of supervisory responsibility
	Job Content Knowledge Application	Relevant for managerial knowledge
	Intellectual Effort	May have some relevance
	Other information required and where to find it	Organization chart, key activities, manager may provide further information