



A Step Further in the right direction

Graduate Development Programme - Route to Chartership

About DBFL

DBFL Consulting Engineers is one of Ireland's leading engineering consultancies, providing engineering solutions to both the public and private sector. DBFL has a reputation for maintaining the highest standards of engineering excellence, supported by highly experienced, talented staff and the latest technology.

Projects

DBFL is proud of its reputation as a leading engineering solutions provider, with broad experience and expertise across commercial, retail, hotels, education, residential, infrastructure, transportation and marine sectors.

The Team

The growing success of DBFL can be attributed to its highly skilled and committed teams of engineers and technicians, supported by full administration and technical support. At DBFL we take pride in providing innovative, design-led civil, structural and transportation engineering solutions for clients, through a personal and pro-active approach.



What you will be offered as a graduate

- Experience working in a large civil, structural & transportation engineering practice alongside some of the most experienced engineering consultants in the country
- An open-plan, modern working environment
- Graduate Training Programme with assigned mentor throughout
- Clear structure for career progression
- Hands-on experience on a wide range of interesting projects
- DBFL is committed to the Engineers Ireland CPD policy for employee career development
- Active social life throughout the office with ongoing organized events



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DBFL Graduate Development

Programme (GDP) is a 4-year developmental programme to support your continued development in your engineering career from Graduate level to Chartership.

The Overview

The programme is designed to ensure we can equip you as early as possible with the skills and abilities you need to successfully bring value to our projects and ultimately to our Clients. From day one, you will be encouraged to bring your best to work every day and adopt a can-do attitude to every opportunity given to you.

A selected range of learning experiences will be provided with a strong emphasis on learning by doing; including On the Job learning (OTJ), Training Sessions (TS) including internal training, external workshop and seminar attendance, Self-Directed Learning (SDL) including work-based assignments, project work, coaching and mentoring sessions.

The GDP is designed with learning progression in mind; commencing with induction into the company and industry; followed with the initial learning programmes focusing on ensuring you master a foundation of basic commercial and technical skills.

As you progress successfully through the programme you will take on responsibility for part of a live client project, building your experience up to where you can take on responsibility for an entire client project.



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Guidelines and expectations

The GDP is designed to meet your development needs for the first 4 years of your career with DBFL and support your journey to Chartership. It is designed to allow flexibility on when and how the core skills and learning components are planned and developed.

To encourage progression over the duration of the programme it is recommended to achieve the required minimum competency level in at least 2 competency areas each year.

It is your responsibility to:

- Ensure your development is given the correct priority to progress steadily throughout the programme. This is achieved through progress review sessions with your Mentor and Director.
- Prepare and present the appropriate and adequate evidence of your competence level to your Mentor at each progress review session for competence achievement sign off.
- Raise any concerns or challenges that you are experiencing to your Mentor in the first instance and escalate if appropriate to a member of the senior team for resolution and support.

The role of your mentor

- Agree a quarterly individual training plan with you upon induction onto the programme and at each subsequent progress review session.
- Provide guidance on quality of content being captured in your Personal Development Portfolio (PDP)
- Assess your competency level and first level sign off at progress review sessions.
- Provide guidance on training interventions available to satisfy competency development requirements.
- Provide support to you when needed to resolve challenges or concerns raised.
- Provide support and guidance with your preparation for your 6-monthly review with an assigned Director for final sign off.
- Identify any concerns regarding your progress or your success in completion of the programme in to the senior team in a timely manner.

The Competency Areas and Core skills

DBFL's GDP programme has been designed to ensure the areas and level of competency developed throughout the programme will satisfy both the requirements for you to be successful in your role within DBFL and the current requirements set out to achieve Chartership. Six Competency Areas (CA) and a total of seventeen Core Skills (CS) have been identified to provide a competency model that focuses on developing your commercial, technical and leadership capability.



The Progress Review Process

- Each CA and CS has a required minimum level of competence for successful completion of the programme.
- Evidence of competence demonstrated should be recorded in your PDP and presented and discussed with your Mentor at your 3 monthly (quarterly) reviews.
- The evidence to be provided must be more than a narrative of activities or work done. It should offer examples of how the learning component being reviewed has been put into practice and demonstrate clearly your competency level within it.
- Your Mentor may observe you completing activities, question your awareness or knowledge on a topic or request you to complete a work-based assignment to ensure a valid assessment of your competence can be completed.
- If the level of competence demonstrated and/or evidenced is satisfactory under the GDP required minimum competence levels; both you and your Mentor will sign off on the relevant templates. This is the first level sign off on your competence.
- You should keep this signed template in your PDP as a record to evidence you have demonstrated competency to your Mentor in the reviewed area.
- If the level of competence demonstrated and/or evidenced does not satisfy the GDP required minimum competence levels; a further learning intervention/activity will be agreed with your Mentor and recorded in your individual training plan for the upcoming period. This will be reviewed and assessed again at the next scheduled progress review meeting.
- During this review the status of your online CPD hours with Engineers Ireland will also be assessed to ensure same is up to date.
- Every 6 months you will present your PDP to an assigned Director for final sign off on all areas of competence achieved during the review period. Your Mentor will support you in preparing all required documentation necessary for this review. This progress review session also provides you with an opportunity to identify any further support you may need to ensure your overall success.



Route to Chartership

As an Engineers Ireland CPD Accredited organization, DBFL is committed to supporting you in the area of ongoing professional development and your successful journey to Chartership. Our GDP has been designed with this in mind, and our aim is to support you to achieve Chartership upon successful completion of the DBFL GDP within a minimum of four years.

All areas of competency, core skill and the competence levels designed into this programme are aligned with the current requirements of achieving the Chartered Engineer professional title with Engineers Ireland. Commitment to taking action, maintaining and having reviews of your PDP with your Mentor will support you in having everything you need to present a strong and successful application, when the time comes. This support will include a review of your report submission and preparation for interview with Engineers Ireland.



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For more information on DBFL visit our website at www.dbfl.ie