

SKILLS FRAMEWORK FOR ELECTRONICS SKILLS MAP - STAFF ENGINEER/SENIOR STAFF ENGINEER				
Sector	Electronics			
Sub-sector	Semiconductor and Data Storage			
Track	Technical and Engineering			
Occupation	Engineer			
Job Role	Staff Engineer/Senior Staff Engineer			
Job Role Description	<p>The Staff Engineer/Senior Staff Engineer leads the adoption of technical practices to achieve sustainable and efficient technical results. He/She evaluates the manufacturing and assembly plans of new product designs and develops new process capabilities to meet the organisation's product design requirements. He establishes maintenance strategies and systems and integrates quality principles and methodologies to enhance engineering performance within the organisation.</p> <p>He must be analytical and work in a consultative manner with other department heads, and function as an advisor who recommends technical solutions and influence technical decisions.</p> <p>The Staff Engineer/Senior Staff Engineer is expected to have good leadership qualities and is expected to lead change management in the organisation.</p>			
Critical Work Functions and Key Tasks	Critical Work Functions	Administer engineering support	Key Tasks	
			Direct technical teams and be accountable for the technical results	
			Adapt technical practices to achieve sustainable and efficient technical results	
			Evaluate manufacturing and assembly plans of new product designs	
			Develop new process capabilities to meet product design requirements	
			Evaluate new methodologies to improve work processes	
	Control maintenance process and manufacturing issues	Establish maintenance strategies and systems		
		Resolve maintenance and manufacturing Issues		
	Conform to management system requirements	Integrate quality principles and methodology to enhance engineering performance		
		Evaluate Workplace Safety and Health management systems for compliance and improvements		
	Contribute to continuous improvement	Evaluate the organisation's approach towards a lean enterprise		
		Review innovation practices to enhance business competitiveness		
		Analyse data for business insights identification		
	Influence organisational development	Develop on-the-job training programmes		
		Develop workplace learning plans		
Lead change management in the organisation				
Manage conflict grievances and disputes between employees				
Conduct interviews and make hiring decisions				
Skills & Competencies	Technical Skills and Competencies		Generic Skills and Competencies (Top 5)	
	Automation Process Control	Level 6	Communication	Advanced
	Business Planning	Level 4	Creative Thinking	Advanced
	Change Management	Level 4	Decision Making	Advanced
	Conflict Management	Level 4	Lifelong Learning	Advanced
	Crisis Situations Management	Level 4	Transdisciplinary Thinking	Intermediate
	Data Synthesis	Level 6		
	Effectiveness Management	Level 5		
	Enterprise Risk Management	Level 6		
	Innovation Management	Level 5		
	Learning and Development	Level 5		
	Manufacturing Process Design	Level 5		
	Organisational Analysis	Level 4		
	Organisational Strategising	Level 4		
	Quality Systems Management	Level 6		
	Risk Appetite and Goals Setting	Level 5		
Workplace Safety and Health (WSH) Systems Management	Level 5			
Programme Listing	For a list of Training Programmes available for the Electronics sector, please visit: www.skillsfuture.sg/skills-framework/electronics			

The information contained in this document serves as a guide.