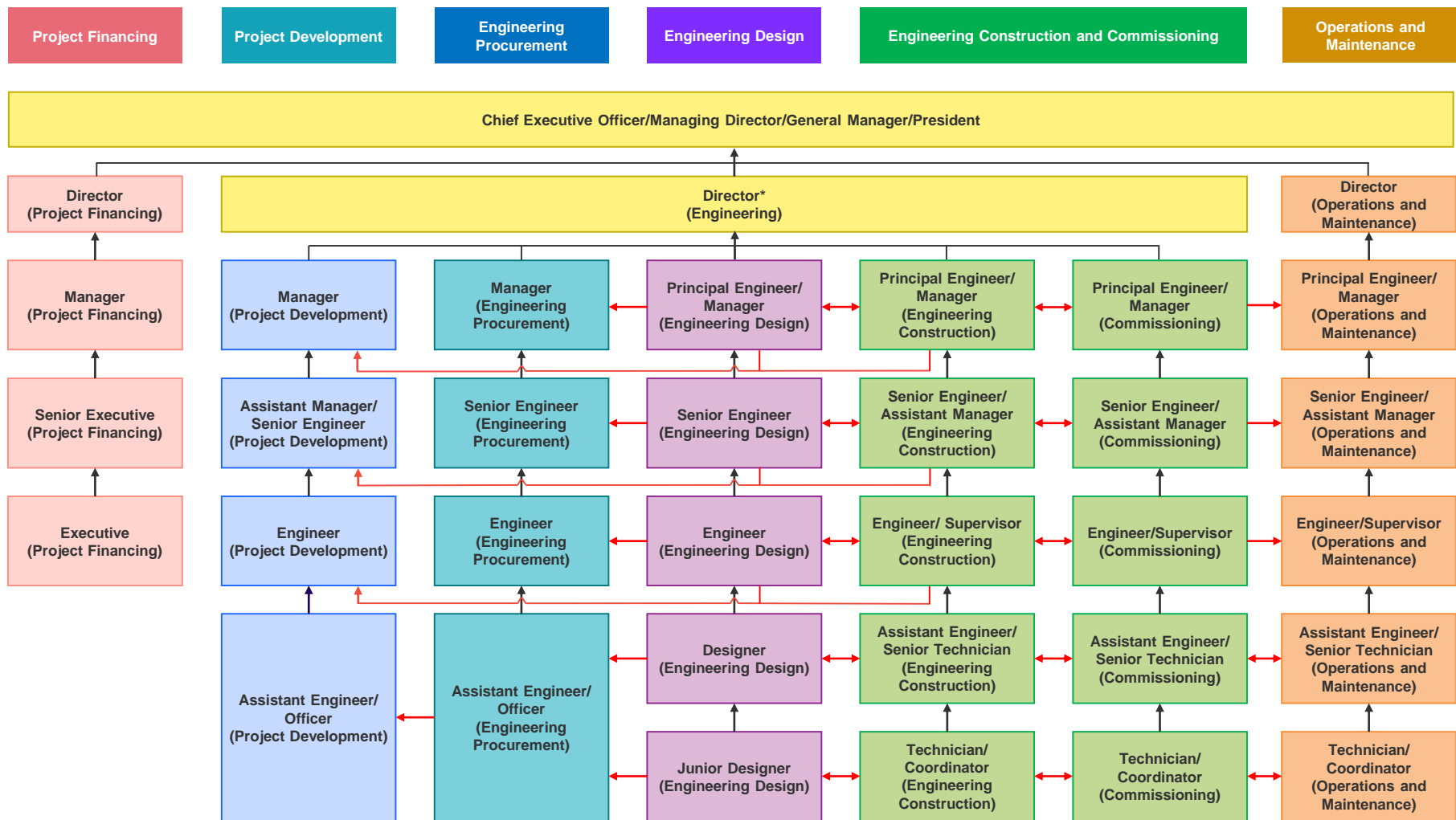


# SKILLS FRAMEWORK FOR ENGINEERING SERVICES

## Career Pathways



**Legend** ↑ Vertical Progression ↔ Lateral progression within same functional area/cross functional area

\*Prior to progression to Director (Engineering), individuals should have exposure to Project Development, Engineering Procurement, Engineering Design, Engineering Construction and Commissioning tracks