

Project Engineer

Ensure the realisation of the technical side of the project scope execution, in line with the requirements and conditions laid down by Van Oord, external stakeholders/parties, and the customer, with the aim to achieve the best possible project scope result.

Level	I	II	III	IV	V
Job Grade	6	7	8	9	10

Your role as Project Engineer

As Project Engineer, you collaborate with project managers and other team members to develop detailed project scope plans, considering timelines, resource allocation, and budgetary constraints. Also, you contribute to the design and engineering phases of project scopes, ensuring that plans and specifications align with project requirements and industry standards. You collaborate with and manage the interfaces between different departments and stakeholders, serving as linking pin, to ensure effective communication and coordination throughout the project scope duration. Specifically, you are responsible for the technical management of the sub-contractors for the assigned project scope.

Furthermore, you monitor and oversee (the interfaces between) project scope activities and you ensure that they are executed according to design specifications, contractual agreements, quality standards, and safety regulations. You address challenges and issues that arise during the project, and you collaborate with the team to find effective technical solutions and implement these. Also, you assist in contract/ budget development and management, tracking project expenses, and identifying cost-saving opportunities. Moreover, you identify potential contractual risks associated with the project scope and work on implementing strategies to mitigate these risks.

On top of that, you implement quality control measures to ensure that project scope deliverables meet the required standards and specifications. Also, you review the implementation, and you assure the quality of the executed work. You act as a point of contact between Van Oord and clients, providing regular updates on project scope progress, addressing concerns, and ensuring client satisfaction. Also, maintain accurate project scope documentation, including design documents, change orders, and other relevant records. Lastly, you ensure that all project scope activities adhere to health, safety, and environmental regulations, following Van Oord's policies and industry standards.

Your context as Project Engineer

As a Project Engineer, you are part of Van Oord, and contribute to the preparation and execution of awarded projects. You constantly align with and build, maintain, and manage relationships with different internal and external stakeholders. This requires you to collaborate with all personnel assigned to the project, other staff departments, the business, and external parties.

You are the key contact point between your colleagues in the department and the projects. This means that you keep each other constantly informed, share lessons learned, provide each other with feedback and ask for help in a timely manner. Your involvement does not stop at the boundaries of your profession.

What makes you successful in this role?

- *TBD – High Performance Behaviours will be added at a later stage.*

Areas of Specialisation

- X
- X
- X

- X
- X
- X

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Level	I	II	III	IV	V
Capacities*					
Knowledge and Expertise*	Has basic knowledge of project processes. Understands own activities in the broader project.	Has sound knowledge of project processes, design process, product development and/or project design. Understands processes related to own assigned area in the bigger project.	Has broad knowledge of project processes, design process, product development and project design. Understands broad range of engineering disciplines on headlines.	Has broad and deep knowledge of the framework of all project phases and understands corporate developments and market developments. Understands the engineering disciplines and can translate these to project implications.	Is a specialist with broad and deep knowledge of the framework of all project phases and has deep knowledge of market developments and competitors. Can be the lead and specialist in operational processes and come up with new solutions.
Experience (indication)*	Has approx. 1-2 years of relevant experience (higher vocational working and thinking level).	Has approx. 3-4 years of relevant experience (higher vocational working and thinking level).	Has approx. 5-6 years of relevant experience (higher vocational working and thinking level).	Has approx. 7-8 years of relevant experience (higher vocational working and thinking level).	Has approx. 10 years of relevant experience (higher vocational working and thinking level).

*These criteria are indicative for recruitment and selection and cannot be used as classification criteria for plotting current jobs to the architecture. Only the differentiating factors can be used as classification criteria. The criteria in this table reflect a generic maturity level, meaning intake on a lower or higher level is also possible.

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Level	I	II	III	IV	V
Differentiating factors					
Complexity	Works on a single and repetitive project engineering activity.	Works on multiple and diverse project engineering activities.	Works on multiple and/or complex project engineering activities in large projects.	Works on multiple and complex project engineering activities or complex execution methods, subcontractor scopes with different stakeholders and can find solutions for the issues arising.	Works on and coordinates multiple and complex project engineering activities or can handle and lead multidisciplinary operational/subcontractor scopes and collaborates with other departments and specialisms.
Optimisation/improvement	Identifies and reports improvement opportunities for operational processes, guidelines, and procedures.	Identifies bottlenecks, draws up improvement proposals and implements these after approval.	Identifies opportunities for improvement, reports these, and helps with implementation.	Makes proposals for improvement and implements these after approval.	Initiates improvements and leads their implementation, contributes to new processes, guidelines, and procedures.
Autonomy	Performs work according to clearly defined regulations. Works under the supervision of more experienced colleagues.	Works within clearly defined frameworks, procedures, and guidelines, determining approach and choices to a great extent.	Works within general frameworks, procedures and guidelines and has some freedom to determine approach. Makes independent choices within frameworks.	Works independently, has freedom to determine approach, and makes decisions based on own judgment and experience.	Works independently, oversees work, anticipates problems, and sets appropriate priorities.
Stakeholder management	Regularly contacts internal stakeholders outside own discipline/scope to exchange information.	Is approached internally as (operational) contact person for the assigned discipline/scope.	Is approached as subject matter advisor for assigned scope.	Acts as an advisor to senior internal stakeholders and (project) management on assigned scope.	Influences and convinces internal and external parties about chosen solutions, in which there are different interests, and takes mutual relationships into account.
Classification rule	<i>For a classification in one of the five levels a minimum score of 3 out of 4 differentiating factors at the same level is required, with at least 'Complexity' and 'Autonomy' on that level.</i>				

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Specialisations	
X	X
X	X
X	X
X	X