

Competence and Commitment report – past examples

Section D

Example 1

i) Professional conduct:

Over the past four years (2008-present), I have been a Guest Lecturer in Process & Chemical Engineering. I have striven to deliver practical fun type lectures to communicate complex concepts. I have received positive feedback from students through the university's annual course performance reviews. I have supervised and mentored graduate engineers in the course of normal duties as well as professional development.

I have worked in a variety of engineering roles over the past ten years and I have been committed to working professionally and ethically, adhering to IChemE's and Engineers Ireland Professional Conduct/Code of Ethics.

I have helped ensure the health, safety and welfare of others by managing and applying safe systems of work. Such safe systems include process PFMEAs, HAZOPs, local risk assessments and safety training of personnel. I ensured best practices were applied by being 'FAS Safe Pass' trained, having an awareness of health and safety standards (e.g. OHSAS 18001:2007) and complying with company safety policies.

I have acted in accordance with the principles of sustainability and prevented avoidable adverse impact on the environment and society. For example, I put in a system to temporarily mothball a production facility in a time of no production use. The financial saved were up to €100,000/yr when parked and a significant carbon footprint saving (>90% of costs were energy related from the burning of fossil fuels).

ii) Ethical decision making:

I have complied with relevant company codes of conduct, industrial legislation and regulatory requirements by helping to manage day-to-day production and ensuring both the production facilities and their production related documentation was audit ready for internal company auditors and external audit bodies.

As a Project Engineer, I was responsible for bringing new contractors on site. This entailed the process of ensuring contractors had a proven history to complete the work, they had relevant qualifications and suitable liability insurance, they completed the company induction course and provided a Safe Work Plan. I then issued the relevant work permit(s) and supervised the work.

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Example 2	<p>i) Professional conduct:</p> <p>I am committed to my role as supervisor to my staff that comprised of senior engineers, graduate engineers and apprentices. I carry out regular one to one discussions with my staff in order to review their performance and understand their issues. I set their yearly tasks and targets and ensure that they match and align to the individual's ability or competence level. I oversee their work performances and would intervene to provide support or help when the individual's work requires my intervention. I also propose and nominate training for my staff to close their competence gaps. For graduate process engineers, I carry out on the job training and ensure that the work assignment would allow the individual to be exposed to different skill elements relating to process engineering and become proficient in using process engineering tools such as UniSim and Hysis.</p> <p>I am a trained HAZOP facilitator and have conducted HAZOPs sessions.</p> <p>ii) Ethical decision making:</p> <p>In all the projects that I have handled to date, I have ensured that HSSE is given top priority over cost or schedule. For example, in the Portable Cabin Accommodation Modules Installation project, project schedule to commission the accommodation modules became very important. Despite that, I was fully committed to delivering the project with high professional conduct and standard. We invited both local and international suppliers to bid and then carried out technical and commercial bid evaluation. The accommodation module was properly designed to meet ABS, DNV and WHO standards for human habitat. All the required inspections and tests were carried out as per the company's acceptance requirements. No omissions of project delivery requirements or shortcuts were taken in view of tight project schedule. In addressing issues that arose from site preparation works, alternative solutions or deviations were put in place with prior Technical Authorities' approval. The project was delivered meeting high level of standard for human habitat within project schedule, and it received commendable remarks from Management, Operation and residents.</p>
Example 3	<p>I have completed my employers Confidentiality and Compliance training and seek to carry out my work in accordance with their core values of Integrity, Accountability, High Performance, Valuing People and Teamwork. I have also completed their Business Conduct and Ethics training.</p> <p>I ensure that all work I am responsible for completing is done in accordance with Client standards when available and within internal company standards along with API standards where applicable, such as in the sizing of relief valves or tanks. I take responsibility for checking my own calculations and reports along with those produced by others. I am also accountable for closing out queries raised by the Client on deliverables I produce and ensuring that all parties are in agreement before moving forward.</p> <p>I am aware of the need for Client confidentiality and have worked on jobs in which the agreement between Client and Licensor relied on the assurance of complete confidentiality. In this case a strict clear desk policy had to be adhered to and the project floor kept secure at all times. I understand the necessity for non disclosure agreements to be in place where, a number of Licensors are involved in the one project and where I am responsible for passing information between the various parties.</p> <p>I have been involved in mentoring work experience students who have spent a week in the office learning what the industry is like. This has given me the opportunity to pass on the experiences I have gained and seek to inspire the next generation of chemical engineers.</p>

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Example 4

i) Professional conduct:

In an effort to continually seek improvement besides following through on assignments I would make an extra effort to share lessons learnt at international conferences. This provided an excellent networking activity to exchange experiences between colleagues at different organisations. Summary of these conferences are listed below:

2013 LNG Conference (United States) - "The People Factor: Strategic Resource in LNG Production"

2011 GASTECH International Conference (Netherlands) - "Improving Train Availability"

2010 LNG Conferences (United States & Algeria) - "Implications of Mercury Removal Bed Material Changeout: Brownfield versus Greenfield"

In addition, I assisted in the development of a Competency Tool based on a PETROSKILLS template that is used by the process engineers to ensure technical progress over their careers. This has made technical development much clearer to the process engineering function.

ii) Ethical decision making:

A good example illustrates when a change in pressure operating envelope was proposed for liquefaction section of plant. Process Engineer reporting to myself preferred to implement quickly, due to potential positive production impact, without Management of Change (MOC). Though the person insisted, I strongly advocated the MOC being completed first and this position was backed up by my supervisor. The engineer was displeased; however, it was better to go through the due process which resulted in the pressure envelope being increased less than originally proposed to ensure pressure safety valves did not lift prematurely.

Maintaining vigilance in safety related matters also exemplifies my professional and ethical conduct. For example while assigned to a Project team overseas my attention to safety continued, instead of turning a blind eye. That attention resulted in the identification of two significant violations that were resolved by engineering contractor completing the company's work. Firstly scaffolding was not being inspected daily by office building contractors and secondly a crane was left over the weekend with a heavy load attached. The Engineering contractor resolved both after I brought the safety violations to their attention.