



Here's how to develop Your Career and Skills in Civil Construction...



Position	General Roles	Qualification Recommended
Leadership can make or break an organisation. People don't want to be managed. They want to be lead. Developing leadership skills across the whole organisation significantly improves motivation, effectiveness, productivity and efficiency.		
Leading Hand/ Team Leader/Ganger	A Ganger or Leading Hand might control four to six workers (a work gang), one or two earthmoving or road-working machines and the necessary inventory for a limited scope of work. For example, a gang might be given the job of installing six or so culverts within a project. Oversees part of a job.	Cert IV in Civil Construction Supervision Cert IV in Leadership & Management (Frontline Management)
Supervisor	Oversees of a number of construction gangs/teams on a construction work site See below for suggested duties *	Cert IV in Civil Construction Supervision Cert IV in Project Management Practice + Cert IV in Frontline Management
Foreman/Foreperson	Oversee job – not paperwork construction work on several sites or sub-sites A Foreman might be responsible for three or four work gangs. His job would be to ensure that the tasks of the gangs were coordinated and the necessary equipment and supplies were made available in a timely fashion. On the same project, other foremen might be responsible for a bridge construction, general road construction, drainage works, etc.	* Can do Diploma qualifications. Should already have: Cert IV in Civil Construction Supervision Cert IV in Project Management Practice + Cert IV in Leadership & Management
Site Supervisor	The person, usually located on site, who is responsible to the contractor for making day-to-day decisions about the running of the contract. Also often oversees people and plant. Can sometimes be is the same person as the contractor's representative or project manager. Oversee the work of a number of construction gangs/teams on a construction work site	Dip of Civil Construction Management + Diploma of Leadership & Management + Cert IV Project Management
General Foreman	Oversees project part eg bridges Oversees number of foreman	Dip Civil Construction Management + Dip of Leadership & Management + Diploma of Project Management
Construction Manager	Oversees construction site	Dip of Civil Construction Management + Dip of Leadership & Management + Dip of Project Management



Estimator	An estimator is a person who is capable of detailed measurement from adequate documentation. He or she must be able to seek and obtain subcontract or supplier prices, and to price a range of standard activities (with some gaps). An estimator must have some ability in determining and pricing appropriate project overheads.	Dip of Civil Construction Management + Dip of Leadership & Management
Project Manager/Project Supervisor/Contractors Representative	<p>A project manager is capable of running a single project up to \$8 million or a maximum of three small projects less than \$2million each. Skills may need matching to the projects. Such a person will be very capable in areas where of previous experience, but may need some guidance in contractual and commercial matters.</p> <p>The Project Supervisor would be responsible for the coordination of all of the gangs, equipment and consumables. He/she would also deal with higher levels of estimation, contract control, specifications and quality assurance, etc.</p>	Dip of Civil Construction Management + Dip of M of Leadership & Management + Dip of Project Management
Senior Project Manager	Person capable of running a single, large project, or a number of smaller projects. He or she generally will have strengths in one or two areas, but would be capable of tackling almost any project. The appointee must have good engineering and construction skills, and excellent personal productivity	Ad Dip of Civil Construction + Ad Dip of Project Management + Dip of Management
Superintendent/Works Superintendent	<p>Oversees major projects</p> <p>Deals with Government Stakeholders</p> <p>The person nominated in the contract who, both parties agree, should impartially ensure that both the principal and contractor properly perform their respective obligations under the contract.</p>	Ad Dip of Civil Construction + Ad Dip of Project Management + Ad Dip of Management
Engineers	<p>The person to whom the superintendent has delegated some of the powers under the contract, and is responsible for the direct administration of the works being undertaken by the contractor.</p> <p>Site Engineer: The person who deals with all technical issues and undertakes duties as delegated by the resident engineer.</p>	<p>Engineering Degree + AD Dip of Civil Construction</p> <p>Dip of Project Management/Dip Management Ad Dip of Project Management</p>
Management Career		Diploma of Civil Construction + Advanced Diploma of Civil Construction + Advanced Diploma of Management – into Bachelor of Applied Management at University – 3 rd & Final Year
<p>Cert IV = Certificate IV; Dip = Diploma; AD Dip = Advanced Diploma</p> <p>Project Management Qualifications: Cert IV = Member of Project Team; Diploma = Running single complex project; Advanced Diploma = Running multiple projects and controls them</p>		