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COURSE BROCHURE

# Site Engineering Leadership and Graduate Mentoring Training Course

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Registered in the United Kingdom and Saudi Arabia

# Site Engineering Leadership and Graduate Mentoring Training Course

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Site Engineering Leadership and Graduate Mentoring is a 1-week training course for engineering managers who run field crews, project sites and plant teams while developing junior engineers, each participant producing a Site Leadership and Graduate Development Plan. Organisations now rely on fewer experienced engineers to supervise more work and pass on judgement. Jupiter Prime Training presents site engineering leadership and graduate mentoring as one connected discipline.

## Why Site Engineering Leadership and Graduate Mentoring Matters Now

Three pressures meet on every engineering site. Asset owners expect schedules to hold while scope changes. Field crews and subcontractors look to the engineering manager for clear priorities, safe methods and fair allocation of scarce plant and people. Graduate and junior engineers arrive with theory but little site judgement, and they leave when development feels accidental. Sites that lead well keep incidents and rework down and grow lead engineers internally; poorly led sites lose safety margin and talent. The course draws on established safety leadership practice, structured mentoring and competence frameworks, described in general terms.

## Who Gains Most from Site Engineering Leadership and Graduate Mentoring

- Engineering managers responsible for field crews, shift teams or construction packages
- Project engineering leads balancing workfront priorities, plant and labour across several activities
- Maintenance and plant engineering managers who own permit-to-work and safe-system decisions
- Discipline leads who supervise graduate and junior engineers through rotations and sign-offs
- Resident and site engineers who represent the organisation to clients and subcontractors

An engineering department gains most when several managers attend together and agree one approach.

## Site Engineering Leadership and Graduate Mentoring Capabilities

These outcomes link daily site leadership with growing the next engineers.

- Lead a pre-start briefing that sets priorities, hazards and stop-work authority — field crews and subcontractor supervisors
- Weigh competing workfronts, plant and labour using a trade-off matrix — project managers and planners
- Apply visible felt leadership routines during site walks — the site safety culture
- Design a rotation and exposure plan for a graduate engineer — discipline leads and human resources partners
- Assess junior engineer competence against observable criteria — sign-off and progression decisions
- Communicate technical risk and schedule impact in plain terms — clients and asset owners

## Key Site Engineering Leadership and Graduate Mentoring Terms

- Visible felt leadership — managers showing safety commitment through presence and behaviour on site, not instructions alone.
- Stop-work authority — anyone's right to halt a task judged unsafe, without blame.
- Workfront — a package of site activity ready for a crew, with access and permits in place.
- Competence matrix — a grid of each engineer's demonstrated skills against role requirements.
- Structured mentoring — a planned relationship with agreed goals and recorded progress between senior and junior engineers.
- Rotation plan — scheduled assignments exposing a graduate to design, site and operations work.

## Site Engineering Leadership and Graduate Mentoring Day by Day

## Day 1: The Engineering Manager on Site

- Site Leadership Role Map — Clarifying Duties Toward Crews, Clients and Subcontractors
- Field Team Structure Review — Spans of Control Across Shifts and Packages
- Client and Asset Owner Expectations — Translating Contract Priorities Into Site Direction
- Knowledge Retirement Risk Scan — Identifying Judgement Held by Few Senior Engineers
- Personal Site Leadership Baseline — Recording Current Habits and Blind Spots

## Day 2: Safety Leadership Culture

- Visible Felt Leadership Routines — Planning Site Walks That Change Behaviour
- Pre-Start Briefing Structure — Setting Hazards, Controls and Stop-Work Expectations
- Safety Conversation Technique — Questioning Unsafe Acts Without Blame
- Near-Miss Learning Review — Turning Reports Into Crew-Level Changes
- Safety Culture Maturity Check — Locating the Site's Current Stage

## Day 3: Priorities, Resources and Trade-Offs

- Workfront Readiness Board — Releasing Work Only When Access and Permits Exist
- Resource Trade-Off Matrix — Allocating Plant, Labour and Engineers Across Activities
- Schedule Pressure Dialogue — Holding Safety and Quality Lines With Clients
- Subcontractor Interface Agreement — Defining Handovers, Responsibilities and Escalation
- Technical Risk Briefing — Explaining Impact to Non-Engineering Decision-Makers

## Day 4: Mentoring Junior Engineers

- Graduate Rotation Plan Design — Sequencing Design, Site and Operations Exposure
- Competence Matrix Assessment — Judging Readiness for Independent Sign-Off
- Structured Mentoring Agreement — Setting Goals, Meeting Rhythm and Records
- Guided Field Assignments — Delegating Real Tasks With Safe Support
- Reflective Logbook Review — Building Engineering Judgement From Site Experience

## Day 5: Practising the Site Leadership and Graduate Development Plan

- Site Leadership Simulation — Applying Briefing and Trade-Off Decisions Under Pressure
- Mentoring Conversation Rehearsal — Using Competence Evidence in Feedback
- Safety Walk Role-Play — Combining Felt Leadership and Safety Conversation Skills
- Peer Challenge Panel — Testing Resource Choices Against Client Expectations
- Site Leadership and Graduate Development Plan — Setting Actions, Mentees and Milestones

## Applying Site Engineering Leadership and Graduate Mentoring After the Course

- Run a weekly visible felt leadership walk for one month, recording each safety conversation and agreed change.
- Agree a structured mentoring agreement and rotation plan with one graduate engineer, then assess progress against the competence matrix at month end.

## Site Engineering Leadership and Graduate Mentoring Questions FAQ

### What is site engineering leadership and graduate mentoring, and why does it matter now?

It is the practice of leading field crews and project sites safely while developing junior engineers. It matters now because experienced engineers are fewer and sites are busier.

### Which roles gain most from site engineering leadership and graduate mentoring?

Engineering managers who run field teams, project sites or plant maintenance gain most, along with discipline leads who supervise graduates. Examples come from construction and infrastructure projects and from process plant and utility operations.

## How does site engineering leadership and graduate mentoring differ from an engineer-to-manager transition course?

This course serves engineers already managing sites. A transition course covers the first leadership step; this one covers safety culture, resource trade-offs and junior engineer development.

## What do you bring back from site engineering leadership and graduate mentoring training?

You bring back a plan that sets your site leadership routines, your resource trade-off approach and a development path for at least one junior engineer.

## Site Engineering Leadership and Graduate Mentoring: The Way Forward

The Site Leadership and Graduate Development Plan first informs how an engineering manager structures the next month on site and which junior engineer receives a mentoring agreement. Discipline leads and project managers use it to align priorities and development. After its first cycle, it is worth revisiting how site safety conversations and graduate sign-off decisions have shifted.