

Lessons learned from one of New Zealand's most challenging civil engineering projects: rebuilding the earthquake damaged pipes, roads, bridges and retaining walls in the city of Christchurch 2011 - 2016.

October 2014 Board Paper - Project Manager for Trade Certification Establishment

Story: Developing a Civil Trade Certification

Theme: People and Culture

A paper for the SCIRT Board which requests that the Board provide support to recruit a Project Manager to support the development of a civil trade qualification.

This document has been provided as an example of a tool that might be useful for other organisations undertaking complex disaster recovery or infrastructure rebuild programmes.

For more information about this document, visit www.scirtlearninglegacy.org.nz



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To:	SCIRT Board Members
Date:	Monday, 29 September 2014
Prepared by:	Belinda de Zwart and Mason Tolerton
Agenda Topic:	Project Manager, Trade Certification Establishment

PURPOSE

This paper seeks to inform a Board decision to provide support to a Project Manager, Trade Certification Project Manager to be seconded to Connexis, the Industry Training Organisation.

BACKGROUND

The SCIRT Board on 12 June 2013 discussed how to give “mana” to the SCIRT training outcomes with a trade qualification for the civil construction industry. The action from this was that “NOP Board members go to industry organisations proposing that SCIRT is willing to support and develop a civil construction trade qualification programme.”

Subsequently the SCIRT HR team have been actively collaborating and engaging with the Civil Trade Establishment Board (TCEB) and Connexis the Infrastructure ITO. A Terms of Reference is now in place between SCIRT and the TCEB. From February 2014, weekly meetings have been occurring between SCIRT and Kate Flower from Connexis to track the progress of the project, in particular focusing on the training resources required to underpin the Trade. Kate has been the constant Connexis representative on the TCEB since its establishment and a key enabler of this project.

The SCIRT HR team, the SCIRT EGM and Board representative (David Jewell) in May met with Connexis to align thinking on expectations and project parameters that would deliver a Trade Certification programme with ‘mana’. At that meeting, having understood the size of the project and the momentum needed, David and Duncan offered to Connexis that a Project Manager could be sought from industry to drive the project deliverables if needed.

Kate Flower has resigned from Connexis and consequently, in early September, CEO Helmut Modlik via a phone hookup meeting requested of SCIRT that a Project Manager be sought from industry via the SCIRT Board to proactively lead the Trades Certification project. This has been followed up by a formal request. (see Appendix)

CONSIDERATIONS

The ideal candidate would be someone who has a passion for leaving a training legacy in the industry and has highly developed Project Management capability: i.e they deliver on time, to budget and to stakeholder expectations. The candidate should be comfortable at communicating and influencing at all levels and demand credibility in the industry.

The Trades Certification Establishment project plan has been drafted and covers the aspects of: 1. Governance establishment; 2. Trades Certification launch and; 3. Trades resource development (qualifications, training resources, assessment resources).

It is expected that the position will be for period of 6 months at 70% FTE hours. If a NOP employee they would be seconded to Connexis, ideally based out of the SCIRT office or in

Wellington at the Connexis office, but the physical location of the candidate is not a barrier to nominations. Should the nominee not currently be employed by a NOP, Connexis would engage them on a fixed term basis. While Connexis has indicated that they have adequate resources to provide staff to develop the trade training resources, they have not budgeted for a Project Manager.

RECOMMENDATION

- The SCIRT Board nominate suitable Project Managers within their organisations and put forward other suitable persons with industry experience.

Appendix 1 – Formal request via email from Helmut Modlik

From: Helmut Modlik
Sent: Wednesday, 1 October 2014 9:50 a.m.
To: Belinda de Zwart
Cc: Kate Flower
Subject: Trade Regime Project Manager
Importance: High

Good morning Belinda,

As previously discussed, the Civil Construction Trades Certification Establishment Group (TCEG) with the support of Connexis, has completed the initiation and concept phases of a project to establish an industry-wide, Civil Construction Trades regime. To contribute to the success of the next – implementation – phase of the project, the TCEG is seeking the support of SCIRT to provide a project manager to the project for a 9 month period commencing ideally by 1 November this year. By this time, it is expected that the inaugural Trade Certification Board (TCB) will have been established in connection with the new business owner of the initiative – Civil Contractors NZ. The governance of the project will have moved from the TCEG to the TCB, and it is to this body that the project manager will report. The expected FTE commitment for the position is 0.7 and a detailed position description is being finalised.

This strategically important initiative must proceed and Connexis is committed to doing everything possible to support its successful delivery in 2015 and beyond. We believe that a critical success factor will be the degree to which industry drives and is a part of the development and implementation activities, and that an industry-supplied project manager will materially add to the likelihood of success. Connexis has considerable “skin in the game” through resourcing the project to date, and by providing the qualifications, resource development and quality assurance resource required going forward. We would welcome industry / SCIRT similarly co-investing with us in this initiative by funding as much of the requested project manager role as possible.

I look forward to hearing from you and thank you for your support.

Cheers

Helmut Modlik
Chief Executive
40 Mercer Street Wellington 6011

