



## — Director General

European Federation of Engineering  
Consultancy Associations (EFCA)



**Dober Partners**  
Executive Search  
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The European Federation of Engineering Consultancy Associations (EFCA) is the only federation to represent the engineering consultancy industry in Europe.

Founded in 1992, EFCA has member associations in 29 European countries representing over 10,000 companies and more than one million staff in engineering and related services.

EFCA's mission is to promote the European engineering consultancy industry at a European level and to represent it to the European institutions.

As experts in our field, we work to influence EU legislation on matters that affect our industry, helping us to achieve common European goals such as the promotion of fair competition and transparent procurement rules.

EFCA also provides a dynamic networking platform for its member associations and firms to meet and share experiences, as well as establishing partnerships and alliances with other interest groups.

## About Engineering Consultancy

Our members work on a broad range of projects, providing expertise and management across many disciplines including structural, environmental, industrial, technological and agricultural engineering.

From building airports to maintaining tunnels, from designing irrigation systems to evaluating pollution control or analysing economic feasibility, our member firms offer a wide array of services that touch on every aspect of engineering consultancy. Beyond technical advice and design, engineering consultants offer a wide array of services from advice on procurement and funding of projects to supervision of construction.

Engineering consultancies in Europe vary considerably in size from one country to another. Generally, however, they tend to be small. In Denmark, France and Sweden, for example, more than 90% of companies have less than 10 employees.

Around one million highly skilled built environment engineering consultants are employed in the countries that make up EFCA's membership.

The basic engineering investments in these countries have been estimated at €1,530 billion, whereas the total production of professional engineering consultancy services is considered to amount to more or less €70 billion. Exports represent approximately 28% of this sum, i.e. around € 20 billion.





Together with the President, the Director General (DG) is the public face of the organisation and is responsible for its office leadership, and giving direction and clarity to the Federation's strategic and policy development.

The priorities for the new DG will be to ensure a continuing adaptation to an ever changing political landscape, raising the profile of the federation, the industry and built environment related federations towards the EU institutions by developing European partnerships and expanding the current membership base.

#### **The DG reports to EFCA's Board of Directors;**

- Advising the Board on all aspects of EFCA's strategic development;
- Acting as the ambassador for the federation in meetings with leading figures in European institutions, private industry and with European development agencies;
- Managing the planning and delivery of the federation's established programmes, events and activities in the best interests of the organisation and its members;
- Exercising financial control and budgetary management for EFCA and its programmes;
- Leading, managing and reviewing the work of the Secretariat staff the Brussels HQ;
- Supporting good governance of the association with the Board and Members;
- Developing and advocating policy positions that influence European decision-makers.



## Key Deliverables

- Advise on a clear strategic direction for EFCA and overall leadership;
- Delivery of EFCA initiatives, events and activities to a high standard;
- Introduction of new programmes and activities related to the requirements of member countries and of the international EFCA and FIDIC member associations;
- Effective delivery of outputs established in the organisation's Forward Plan;
- Effective financial control and management;
- Facilitating a culture that inspires and motivates all employees;
- Actively seeking out and promoting initiatives that improve and maximise efficiency and make best use of resources;
- Developing a succession plan within the management team;
- Supporting EFCA Member Associations, and providing them with networking opportunities to share experiences and knowledge;
- Review and introduce appropriate software and hardware for information systems, communication and other applications;
- Coordination of internal and external communications, ensuring development of a strategic communications process and social media usage.



## Candidate Requirements

- As a potential candidate, you will be assessed against the following key requirements for the post:

### Experience

- A university Business degree, Master Degree or an MBA; Bachelor degrees with relevant experience can be considered;
- Previous experience with the European Institutions is a strong plus;
- Solid track record of strong leadership, building and motivating effective and productive teams in an organisation of comparable size;
- Strong administrative, governance and financial skills demonstrated in a senior strategic role;
- Strong administrative and financial skills demonstrated in a senior strategic role;
- Establishing, managing and developing collaborative working relationships with a range of internal and external bodies;
- Experience and understanding of international communications issues, policy and technology;
- Experience and understanding of international development issues, including technological, social and economic development;
- A track record of negotiating, influencing and persuading others at a senior level both internally and externally;
- Effective communication at all levels often covering complex and wide ranging subjects;
- Experience in developing and implementing innovative measures.

## Skills and Abilities

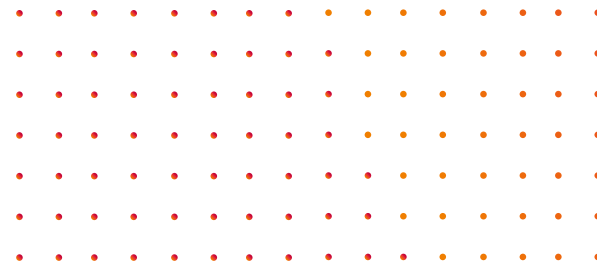
- Proficiency in English (both oral and in writing) is a must, command of other European languages is an asset.
- Ability to establish credibility quickly, particularly in new areas of influence;
- Ability to speak convincingly in public;
- A consultative and facilitative style with the ability to influence others where appropriate;
- Excellent interpersonal skills;
- Ability to provide direction and leadership in a way that inspires confidence and commitment and encourages ideas, innovation and initiative from others;
- Ability to demonstrate authority, commitment, consistency and fairness;
- Ability to think clearly and analytically, grasp complex issues and develop sound judgments in a sensitive environment;
- Strong influencing and negotiating skills at the most senior levels to lead, develop and participate in partnerships and strategic alliances;
- Robust and comfortable with operating in a challenging environment;
- Committed to the efficient and effective management of financial resources and staff.

## Other key Attributes

- Availability to travel across Europe at regular intervals and occasionally to other continents;
- Availability to work outside normal working hours;
- Overall flexibility and adaptivity.

## Benefits

- Competitive salary with many fringe benefits (to be discussed).





# Recruitment Process

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Dober Partners has been retained to draw up a shortlist of prospective candidates against the criteria set out in this document, and using their discretion and expertise to recruit a new Director General, together with EFCA's Board of Directors.

**If you wish to apply for this position, please send your CV and motivation letter to the Dober Partners EFCA search team below.**

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