

Engineer Talent Demand

Year Group 2021

INTELLIGENCES: Interpersonal, Logical-Mathematical, Spatial

KNOWLEDGE: The Engineer branch strongly desires officers with academic backgrounds in the domain-specific disciplines listed below, with emphasis on degrees accredited by the Accreditation Board for Engineering and Technology (ABET), the National Architectural Accrediting Board (NAAB), the Landscape Architecture Accreditation Board (LAAB), the Planning Accreditation Board (PAB), and the American Council for Construction Education (ACCE). These disciplines provide foundations in scientific, design, and management methods that support mission-related problem solving.

- **RELEVANT EDUCATION PRIORITY 1:** Engineering (Architectural, Civil, Mechanical, Electrical, Systems, Environmental, Chemical, Nuclear, Geological, Geotechnical); Architecture (to include Environmental Design); Landscape Architecture; Planning (Urban, City, Regional, Environmental); Construction or Building Management/Science; Engineering or Project Management; Geosciences (include GIS, Geodesign, Geography, Geology).
- **RELEVANT EDUCATION PRIORITY 2:** Other Engineering or Engineering Technology; other Science, Technology, Engineering and Mathematics (STEM); Management; Economics; Finance; Law; History; Political Science; National Security; Public Policy; International Relations.
- **RELEVANT EDUCATION PRIORITY 3:** All other disciplines.
- **RELEVANT TRAINING/EXPERIENCE:** Cadet Troop Leading Time / Leader Development Time (CTLT / CLDT) with Engineer Unit, or Academic Enrichment Program in engineering or related activity. Cadets in accredited engineering programs are encouraged to complete the Fundamentals of Engineering Exam (FEE) prior to graduating (Reimbursable after commissioning).

SKILLS: The Engineer Branch is looking for candidates to become tactical and technical warriors that are devoted to providing maneuver commanders and ground forces with freedom of action at every echelon. Engineer officers have unique opportunities to enhance their leadership talents and development through military schools, credentialing/certification programs, and advance civil schools exclusive to the Engineer Regiment. Collectively, these skills make Engineer officers superb project managers and tenacious problem solvers that are capable of operating in ambiguous environments solving the nation's toughest problems. Engineer leaders possess the drive to succeed and master all challenges, and are willing to exploit opportunities for self-development.

BEHAVIORS: (In addition to foundational)

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|--------------------------|---------------------------------|---------------------|----------------------|
| ➤ PROBLEM SOLVING | ➤ INTERPERSONAL | ➤ DEPENDABLE | ➤ ADAPTABLE |
| ➤ PHYSICALLY FIT | ➤ INSPIRING | ➤ EXPERT | ➤ AMBITIOUS |
| ➤ MENTALLY TOUGH | ➤ INTELLECTUALLY CURIOUS | ➤ INNOVATIVE | ➤ CHARISMATIC |
| ➤ DETAIL FOCUSED | ➤ PERCEPTIVE | ➤ PROACTIVE | ➤ COMMITTED |

TALENT PRIORITIES:

1. **DOMAIN-SPECIFIC EDUCATION (30%):** Possessing a degree in engineering (ABET-preferred), architecture or environmental design (NAAB-preferred), construction management/science (ACCE-preferred), landscape architecture (LAAB preferred), planning (PAB-preferred), high performers in science, technology, engineering, and math (STEM) disciplines.
2. **PROBLEM SOLVER (20%):** Able to choose between best practices and unorthodox approaches to reach a solution. Accomplishes the task.
3. **PROJECT MANAGER (20%):** Able to determine requirements, develop work processes, delegate responsibilities, and lead teams to desired outcomes.
4. **COMMUNICATOR (15%):** Precise, efficient, and compelling in both written and spoken word.
5. **PHYSICALLY FIT (15%):** Physically tough, gritty and tenacious. Performs well even under extreme physiological duress. Committed to a lifestyle of physical fitness.