



Career Development

A JOINT VENTURE



Career and professional development is a joint venture between Klohn Crippen Berger (KCB) and its employees. KCB has established programs and resources to help provide guidance to employees with their career development and to help determine what steps they need to take to reach their goals.



It all starts here...

ONBOARDING

An important step in an employee's development is making sure they have the right tools and support when they join the organization. KCB's Pre-Boarding and On-Boarding programs go beyond the typical administrative set up and provide employees with training on our important policies, quality programs and health and safety procedures.

Building the foundation...

PRE-PROFESSIONAL DESIGNATION SUPPORT

KCB has developed a general pre-professional designation program for our engineering and environmental scientists "in-training" and specialized programs for several disciplines.

CONSULTING 101 FOR YOUNG PROFESSIONALS

Customized sessions have been developed to provide new consultants with information about *Our Company* (including KCB's history, leadership, services and highlighted projects) *Our Business* (KCB's business philosophy and strategies, revenue streams and expenses) and *Managing Risk* (contracts, negotiations and insurances).



CAREER PATHS AND JOB CLASSIFICATIONS

With links to programs developed by professional associations, our career paths and job classification systems are designed to guide employees through various career options available in our organization. KCB also runs sessions for young professionals to introduce staff to career development resources and, via panel discussions, showcase employment histories of seasoned staff.



MENTORING

KCB has an in-house mentoring program to allow employees to enhance professional development by connecting one-on-one with talented and knowledgeable staff.

CONFERENCES AND INDUSTRY EVENTS

As part of their career development, and to keep current in their field, KCB staff are able to attend select conferences, workshops and industry events.

TRAINING AND EDUCATION

KCB supports professional and personal development for its staff through a variety of formal and informal, technical and essential non-technical skills training opportunities. Assistance with fees for external courses related to technical, project and business requirements may be available. Internally, brown bag lunch and learn sessions are held weekly in major offices and available to all staff via Skype or video conferencing.

New company initiatives and programs are introduced through information sessions available to all staff.

Training opportunities are typically announced via email and Infodesk news postings. KCB also has a Learning and Development Policy, guidelines for how training expenses are covered and a calendar of training opportunities on Infodesk.

Additional training resources include an electronic form to expedite external training approvals and a training tracker portal where staff can capture all their training activities.

OTHER LEARNING OPPORTUNITIES

Staff are encouraged to take advantage of a variety of information sharing opportunities (internally and externally) and our extensive library resources to continue their learning through self-directed studies.

Financial support for individuals wishing to return to school to pursue their post graduate studies may also be available.



Continued support...

ON-THE-JOB TRAINING

We work on some of the largest civil infrastructure projects in the world allowing staff to participate in special project assignments and visits to interesting client sites. At KCB, professional staff have opportunities to develop their skills through a variety of on-the-job activities and assignments.

SENIOR REVIEWS

In addition to on-site experience, employees have the opportunity to work alongside and learn from some of the most talented professionals in the industry. Our senior review process helps employees improve their analytical and writing skills.

GEOGRAPHIC TRANSFERS

For those interested in expanding their experience outside of their home organizations and regions, short and long-term project assignments are often available and encouraged.

PERFORMANCE MANAGEMENT

Through our annual performance review process, employees receive feedback on the work being done and establish personal objectives for continued career and professional development. Options range from a very informal Four Minute Feedback process to our more detailed Road to Success program.

Stepping into leadership...

PROJECT MANAGEMENT TRAINING

Employees interested in developing into project management roles are able to take advantage of our in-house project coordinator and project management training. KCB also frequently runs in-house project management sessions with an external service provider, PSMJ.

LEADERSHIP DEVELOPMENT

On an invitation basis, opportunities to participate in management and leadership development initiatives may be available to staff who have progressed through the project management qualifications.
