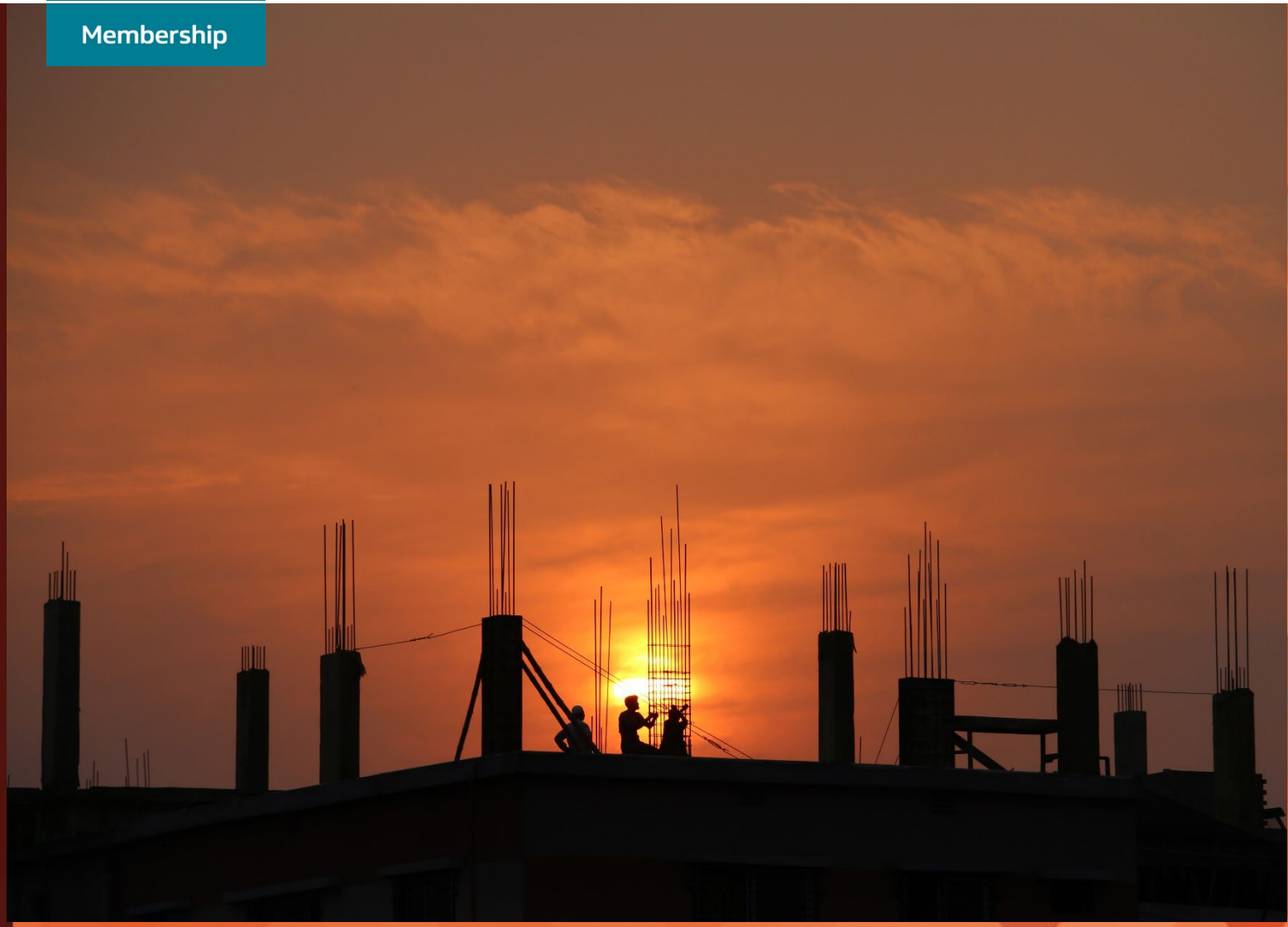
ice
Institution of Civil Engineers

Membership



Career Appraisal Guidance

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Introduction

A Career Appraisal is a way to complete your initial professional development (IPD) for those who already have the experience to meet the Member attributes at IEng MICE or CEng MICE.

IPD is the period when you develop the knowledge, understanding and skill, and professional attitude needed to practice as a professional.

This guide will take you through the process. It will help you find out if you're eligible, tell you how to apply and what you have to demonstrate.

It should be used by those who have already gained relevant experience and would like to become a Member of ICE (MICE) and to register as a Chartered (CEng) or Incorporated Engineer (IEng) It can also be used by current IEng MICE members wishing to progress to CEng MICE via the Chartered Professional Review Progressive (CPRP) route (see Who can apply).

If you want to become a Technician Member (MICE) and register as an Engineering Technician (EngTech), you don't need to do a Career Appraisal.

What is a Career Appraisal?

A Career Appraisal is a way for you to demonstrate the attributes that you're required to complete for your initial professional development (IPD).

It's normally used by those who haven't been able to join an ICE Training Scheme, Mentor-supported Training or have worked in the industry for some time but never applied for a professional qualification.

You can apply by sending us a report to demonstrate your experience against the ICE attributes with appendices, a CV and CPD plans and records. This shows that you have the same level of competence as someone who has completed structured IPD via an ICE Training Agreement for the same grade of membership.

Once you've passed a Career Appraisal you can apply to sit the Professional Review or Apprenticeship End Point Assessment.

Who can apply?

To apply for a Career Appraisal you must:

1. Have the required academic qualifications (educational base)
2. Have enough work experience to demonstrate how you have achieved the ICE attributes for IEng MICE or CEng MICE

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Additionally, if you are already IEng MICE and wish to apply for a Chartered Professional Review via the Progressive Route, you can use the Career Appraisal to 'top-up' your IPD, providing you have the required educational base. Your report should focus on the additional levels of responsibility required for CEng MICE ONLY (plus evidence or professional commitment).

Please note:

1. If you have already completed the **Hong Kong Institution of Engineers** (HKIE) **Training Scheme A** for civil or geotechnical engineers, and you have an academic qualification recognised as meeting the CEng educational base, you should apply directly for Chartered Professional Review
2. If you are currently undertaking an ICE Training Agreement or are registered with IPD Online to undertake Mentor Supported training, or HKIE training scheme A in the civil or geotechnical discipline, you cannot apply for a Career Appraisal. Please contact career.appraisals@ice.org.uk for advice on your options
3. If you don't hold any academic qualifications, you should make a stage 1 application for the Technical Report Route instead
4. If you're already professionally qualified, you may be eligible to apply directly by a recognition route or be exempt from our Career Appraisal. Please contact erp@ice.org.uk with details of your academic and professional qualifications for advice on your options if you are:
    1. Registered CEng or IEng through any Engineering Council licensed institution (listed here)
    2. Professionally qualified with one of our Mutual Recognition Agreement partners
    3. Registered IntPE through another engineering body
    4. Registered Professional Engineer with the Idaho State Board of Engineers, USA
    5. A Senior Engineer level 2 member with the Ordem dos Engenheiros, Portugal

You may be eligible to apply for recognition of that qualification or apply directly for Professional Review instead. Please contact erp@ice.org.uk with your CV and details of your professional qualification for advice.

Support from a mentor

It's a good idea to have a mentor to support and guide you through the Career Appraisal process. Your mentor can be any senior engineer who is able – and can make the commitment – to provide guidance. If possible, they should also be an ICE Member at the equivalent grade or higher to the grade you're planning to apply for.

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Your mentor should also understand our procedures and standards so that they can assess your competence and advise you on your application. It's also helpful if they're familiar with your work and must verify and sign the cover page of your report for the Career Appraisal application.
It's not compulsory to have a mentor, but it will strengthen your application because they can verify the information in your report.

Individual Requirements

If there are individual requirements that you would like taken into account when we assess your career appraisal application you must state these when you apply– for example, if there are commercial or security restrictions on what you can discuss about a particular project you've worked on. You can find out more in Appendix A.

What do I have to send?

Your Career Appraisal application should include:

1. A Career Appraisal application form
2. If not a current member, evidence that you have the required qualifications (certified copies)
3. A cover page
4. A 2-page CV
5. A report to demonstrate your experience at IEng MICE or CEng MICE against the attributes
6. Appendices
7. Continuing professional development (CPD)
8. A non-refundable fee (this is paid online)

You can find details on how to submit and format your documents at the end of this section.

If your experience is in the area of infrastructure engineering, you will be asked to provide a 200-word statement outlining your area of expertise to allow us to appoint appropriate assessors.

Academic qualifications

If you are not already a member, we have to verify all qualifications as part of our internal audit process. This means we may need to contact your university/college to check the authenticity of your qualification.

Cover Page

The cover page must include –

1. A title e.g. Career Appraisal Application, September 2021;

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2. Your name, signature, and membership number
3. The name, signature and membership number (if applicable), of your mentor – if you have the support of a mentor

A 2-page CV

You should include a brief, two-page CV, which shows your professional development progression, gives an indication of the size and financial value of projects undertaken and your role and responsibilities in each project.

It should cover the main projects that you have worked on, focus on the roles you have had and the experience you have gained. It should demonstrate how you have developed through your career and that you are now working at an appropriate level for the grade of membership you are applying for.

Report

Your report for the Career Appraisal is a vehicle for you to demonstrate to the assessors how you've met the relevant attributes, set out in Appendix C. It is important not to address them in sequence but instead to give your assessors a narrative, from your role activities, which will allow them to see how you have met all the attributes at the required level.

It should have a professional layout with table of contents and appendices, and could include items like tables of figures, lists of abbreviations etc. which are not included in the word count. Hyperlinks should be used to link between the report sections, but not to items outside the application itself.

This report should be up to 5,000 words long if you are applying for Career Appraisal at IEng MICE or CEng MICE. It should be your own work and presented in an ordered manner. If you are already IEng MICE and are using the Career Appraisal to 'top-up' your IPD to CEng MICE level (providing you have the required academic base), your report should be up to 3000 words long.

It's essential that you emphasise your responsibilities and experience for each attribute. You should expand on decisions you made, problems you met, and occasions when you gained unusual or extensive experience and learned valuable lessons.

You must clearly indicate your role in the projects you have included by giving the background to the important decisions you were responsible for or made a significant contribution to. You must show where you've exercised independent judgement as an engineer and a practising professional.

The report should put particular emphasis on one or two projects in which you played a major part. If you're applying for a Career Appraisal at Chartered Engineer (CEng) level, you should

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also describe how you took a lead in some or all of the elements of the project/s. For CPRP you could concentrate on significant work that you have carried out since your success at the Incorporated Professional Review. You should use this work to demonstrate how the additional professional attributes required at CPR have been achieved.

You must clearly state at the end of each paragraph and/or section of your report, the attributes you have demonstrated by referencing the attribute/s, by number. Please do check (along with your mentor if you have one) that you have clearly demonstrated all the attributes at the required level.

Appendices

Appendices help to show the Career Appraisal assessors examples of your work and the extent of your experience.

Supporting documentation such as numerical analyses, cost data, drawings or other relevant evidence from your work should be included as appendices to support the content in your report. The appendices are not included in the word count.

Your appendices should include no more than 3 sides of A3 and 12 sides of A4.

You should

1. Include hyperlinks to link the appendices with the relevant text in the main body of the report (and back), they should not link to documents outside of your application
2. Use colour where necessary – for example, images and drawings

Continuing professional development (CPD)

When you apply for your Career Appraisal, you'll need to show a commitment to continuing professional development CPD. You do this by submitting a current development action plan (DAP) and a personal development record (PDR) for at least the last three years.

- A development action plan (DAP) which details your objectives for the current/forthcoming year
- Your personal development record (PDR) should describe all the formal and informal training you've undertaken over the last three years or more. You should have a minimum of 30 hours effective learning per year. Note that this must include current formal training related to health, safety, and welfare (health, safety and welfare attribute in Appendix C)

For more information on how best you can plan and record your CPD, please read our CPD guidance, which includes templates for your DAP and PDR.

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Plagiarism

Plagiarism is presenting the work of others as your own. This means using words or ideas, for example, without the permission of the original author or authors, or without their acknowledgement. Plagiarism should be avoided at all times and this includes any reports, drawings and presentations that you submit.

Here are some guidelines to help avoid plagiarism:

1. Don't cut and paste material from others
2. Where you have directly quoted others, or the work of others, attribute the source fully and, where appropriate, use quotation marks. As a rule of thumb, material derived from others should be considered a quote, unless it's assumed to be common knowledge – for example, standard equations that are in the public domain

Plagiarism is taken seriously by the ICE. Should there be concerns, ICE will investigate including using plagiarism detection software. If this shows significant levels of similarity with any unattributed sources, you will be contacted by the ICE and asked to provide an explanation.

Collusion

In the context of your application, collusion is any agreement to conceal someone else's contribution to your piece of work. The guidance above equally applies to avoiding collusion.

Plagiarism and collusion may lead to a ban on applying for membership or, for existing members, permanent expulsion as an ICE member.

If an allegation of plagiarism or collusion is made relating to your application for membership, your result may be delayed until an investigation has taken place.

Fees

You need to pay a non-refundable fee before you send your documents.

If you have previously completed your IPD at IEng level and now wish to be assessed against the additional requirements for CEng, you do not need to pay again but you do need to submit an application form with accompanying evidence.

You can find details of the fee on the fees page of our website.

Submitting your documents

Your application and documents must be sent in the following format:

1. One self-contained PDF file (Application form, CV, report, appendices, CPD)
2. A4-sized (A3 is suitable for drawings if required)
3. No larger than 15mb

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4. The filename must include your ICE member number, initials and surname – for example, 62200093_J.B.BLOGGS
5. Use an appropriate font and text size

Please ensure that the final document is printable and legible and that it does not exceed the above limits. Any application exceeding the limits will be rejected and returned to you for editing, this could impact on the timing of any application for a Professional Review or End Point Assessment.

Once you've paid the fee this file can be uploaded to the Career Appraisal submission portal. If you are an **infrastructure engineer**, please include **a 200-word statement summarising your infrastructure engineering specialism**[1] on the application form.

Assessment and result

Career Appraisals are assessed once a month. Please view the key dates page of our website for the monthly application deadline dates and an indication of when you should receive your result. These dates will also guide you on when it will be possible for you to apply for a Professional Review/End Point Assessment as you need to receive the result of your career appraisal assessment and address any actions before you apply for a Professional Review/End Point Assessment.

Your application will be assessed by experienced ICE members and ICE staff, who will assess whether your experience meets the requirements for the attributes at the level for which your application is made.

If you can proceed to applying for the Professional Review/End Point Assessment

If the Career Appraisal assessors are satisfied that you have demonstrated your experience against the attributes (IEng or CEng) and therefore have completed your IPD, you'll receive confirmation to say you can proceed with a Professional Review/End Point Assessment application.

If appropriate you may receive an additional document that may point out where your evidence of achieving the attributes wasn't particularly strong. These comments will help you prepare for the Professional Review/End Point Assessment, so you can discuss them with your mentor and sponsors but you should not submit them with your Professional Review/End Point Assessment application.

[1] We will use this information to allocate assessors who understand your engineering discipline.

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The Career Appraisal result letter only must be shown to the lead sponsor for your Professional Review/End Point Assessment application to demonstrate completion of IPD. Your Career Appraisal result letter must be submitted with your application for Professional Review/End Point Assessment so your reviewers or End Point assessors will see confirmation that you have completed your IPD.

If you're asked for more information - resubmission

Your assessors believe that there are gaps in your submission, and they need to see more information before they can reach a decision. You will need to review and edit your documentation to address the findings of the assessors. You'll need to clearly identify where you have addressed the feedback from the original application within your resubmitted report, keeping to the original word count of your application.

Any resubmission will be assessed at no additional cost. You will receive your result within 6 weeks, which may affect when you are able to apply for your Professional Review.

If you don't resubmit your report taking into account the assessor feedback within six months, you'll have to send **all** the documents from your original Career Appraisal application, plus details identifying how you have addressed the original assessor feedback. A new application form is not required.

In certain cases, you may be invited to meet with your Membership Recruitment Team for advice on your application before proceeding.

If you're asked to attend a verification meeting

If you are asked to attend a verification meeting this indicates that your assessors believe that your submission demonstrates the majority of the requirements, however, it is felt that a Verification meeting with a member of the Membership Recruitment Team would be beneficial to complete the assessment.
Your result letter will advise you of the area/s you will need to discuss at the Verification meeting.

Unable to complete assessment

The assessors have been unable to assess your submission as it contains insufficient evidence for any assessment to be made, and/or you do not appear to have understood what is required of the Career Appraisal process. The career appraisal assessment process has ended

A meeting with the Membership Recruitment Team is required to give information advice and guidance on the Career Appraisal process and preparing a **new** Career Appraisal submission

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You will need to make a **new career appraisal application and submission**, when applicable or appropriate for you, following this discussion with the MRT

Progressing to Professional Review/End Point Assessment

Passing a Career Appraisal means that you have the required qualifications and demonstrated appropriate experience to apply for your chosen grade of membership, but it doesn't guarantee your success at a Professional Review/End Point assessment. You will still need to show full competence at the required level at the Professional Review/End Point Assessment.

More information and support

Our Membership Support Team (MST) can give you advice and guidance on all aspects of your IPD please email membership@ice.org.uk or call +44 (0)121 227 5948 for help.
You can find out about any Career Appraisal workshops taking place in your area on the events page of the ICE website.

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Appendix A – Individual Requirements

Individual requirements

ICE is committed to making reasonable adjustments to our Career Appraisal process to accommodate specific individual requirements.

Individual requirements may include disabilities, specific learning difficulties (such as dyslexia), temporary conditions, and security clearance. You need to tell us about these requirements in the space provided in your Career Appraisal application form.

Security-mindedness and security clearance

You should consider whether information in your Career Appraisal submission should be omitted or reduced in its level of detail due to security reasons. However, there's no reason why this should detract from the quality of your report.

If your submission is affected by security issues, you should consider the following suggestions:

1. Make your report non-site specific – for example don't state that the facility was on the Sellafield site or on the Hinkley site or that the asset serves a critical function to the site or country, or is or was vulnerable to various threats
2. Don't state building numbers or names – it's sufficient to say 'nuclear facility' or 'nuclear store'
3. Remove site and building names from drawings or snapshots of models
4. Don't include photographs or other images which reveal the location of buildings and facilities
5. Avoid stating, or showing in drawings or extracts from models, technical details (such as wall thickness) which may reveal security-sensitive information If you work on a security-sensitive project, we recommend that your organisation's information security manager (and also the asset owner's/client's) reads your Career Appraisal submission and approves the content before submission.

Familiarise yourself with the Engineering Council's guidance on Security. You should also let us know if you believe your assessors need security clearance and confirm that your submission has been cleared by your company security team.

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Appendix B - Finding sponsors for your Professional Review

When you eventually apply for Professional Review, you'll need sponsors to support your application. These sponsors must meet particular requirements, which are explained in the in the sponsors statement of support.

You don't need to tell us who your sponsors are when you apply for a Career Appraisal, but we recommend that you decide now who they will be. If you don't have suitable sponsors ready, your Professional Review application will be delayed considerably. If you have a mentor to help with your Career Appraisal application, they should, if possible, be your lead sponsor.

It is your personal responsibility as a candidate to identify suitable sponsors, but this can sometimes be a challenge, particularly for the lead sponsor, if you don't work directly with ICE members. If you don't think you know anybody that meets the requirements, you should first check whether any of your work colleagues or contacts are members, as they will already have a good knowledge of you and your work. You can also use our members' directory to check for ICE members by name, grade, location, or employer.

Alternatively, you may need to start networking with ICE members, for example by attending ICE events in your region. You can find out more about events near you on the regional pages of our website.

If you can't find any suitable sponsors after following the steps above, please contact membership@ice.org.uk for advice.

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Appendix C – IEng/CEng MICE attributes.

This appendix presents the Institution of Civil Engineers' standards of professional competence and commitment for civil and infrastructure engineers who wish to register as Incorporated Engineers (IEng) or Chartered Engineers (CEng).

Introduction

ICE's purpose has always been, and remains, to improve lives by ensuring the world has the engineering capacity and infrastructure systems it needs to allow our planet and those who live on it, to thrive.

ICE's standards of professional competence and commitment (the 'Attributes') enable our professionally qualified members to act on that purpose: addressing the needs of both society and business, deploying the most appropriate engineering methods and technologies, solving complex challenges, enhancing welfare, health and safety, and working with the environment. Going further, ICE recognises the extraordinary challenge of the **Climate Emergency** as a very necessary central cultural feature in the development and work of civil and infrastructure engineers; and uses the **United Nations' Sustainable Development Goals (UNSDGs**) as a framework for addressing that extraordinary challenge. Therefore, it is essential for ICE members to understand how the work they do can have a positive (and sometimes negative) impact on delivering the goals. Members should consider their impact on the UNSDGs throughout the entire project lifecycle and ensure that it is a fundamental factor in all decision making.

The sections below present the ICE Attributes for those sitting an Incorporated Professional Review (IPR), a Chartered Professional Review Progressive (CPRP)[2], or a Chartered Professional Review (CPR). In each case they are presented in seven areas of professional competence and commitment, contextualising Engineering Council's Standard for Professional Engineering.

Competence and Commitment (UK-SPEC), and covering:

1. Understanding and Practical Application of Engineering
2. Management and Leadership
3. Commercial Ability
4. Health, Safety and Welfare
5. Sustainable Development
6. Interpersonal Skills and Communication
7. Professional Commitment

[2] i.e. for those who are already IEng MICE and seeking registration as a Chartered Civil Engineer or a Chartered Infrastructure Engineer.

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A professional engineer will be able to demonstrate their competence in all the areas listed, but the depth and extent of their experience and competence will vary with the nature and requirements of their role.[3]

Incorporated Professional Review (IPR)

1. **Understanding and Practical Application of Engineering**
   - Maintain and extend knowledge of engineering theory and practice, and how technology assists its application
   - Solve engineering problems using a sound theoretical approach, based on evidence, and contribute to continuous improvement
   - Identify, review, and select techniques, procedures, and methods to undertake engineering tasks
   - Contribute to the design and development of engineering solutions, implement those solutions, and evaluate their effectiveness in the context of the whole project life cycle
   - Exercise sound independent engineering judgement
2. **Management and Leadership**
   - Plan the work and resources needed to enable effective implementation of engineering tasks and projects
   - Manage the planning and organisation of tasks and resources.
   - Manage teams or technical specialisms
   - Assist others to meet changing technical and managerial needs
   - Manage quality processes and contribute to quality improvements
3. **Commercial Ability**
   - Manage, prepare and control costs/budgets of engineering tasks or projects
   - Use sound knowledge of statutory and commercial frameworks within their own area of responsibility and have an appreciation of other commercial arrangements
4. **Health, Safety and Welfare**
   - Demonstrate a sound knowledge of legislation, hazards and safe systems of work
   - Manage risks
   - Manage health, safety and welfare within their own area of responsibility
   - Contribute to improvements in health, safety and welfare
5. **Sustainable Development**
   - Understand the principles of sustainable development and apply them in work

[3]As a prospective professional civil engineer, you must have a sound knowledge and understanding of the construction process together with the activities connected to it. You must have an appreciation of, and be able to identify and manage, risks to all those engaged and affected by the design, construction, operation, use, maintenance, and demolition of any works. For those whose experience includes the construction process, site experience will ordinarily be required.

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- Manage engineering activities that contribute to sustainable development and the United Nations Sustainable Development Goals (UNSDGs)

6. **Interpersonal Skills and Communication**
   - Communicate well with others at all levels including effective use of English orally and in writing[4]
   - Discuss ideas and plans competently and with confidence
   - Demonstrate effective personal and social skills
   - Demonstrate awareness of diversity and inclusion

7. **Professional Commitment**
   - Understand and comply with the ICE Code of Conduct
   - Understand the ethical issues that may arise in their role and carry out their responsibilities in an ethical manner
   - Plan, carry out and record Continuing Professional Development necessary to maintain and enhance competence in their own area of practice
   - Identify the limits of their personal knowledge and skills
   - Engage with ICE activities

Chartered Professional Review Progressive (CPRP)

1. **Understanding and Practical Application of Engineering**
   - Engage in the creation and/or introduction of new, advancing or improved techniques and technology
   - Take an active role in the identification and definition of requirements, challenges, risks, and opportunities and undertake appropriate investigation and action
   - Undertake the design, development and implementation of engineering solutions and evaluate their effectiveness in the context of the whole project life cycle

2. **Management and Leadership**
   - Manage (organise, direct and control), programme or schedule, tasks and resources
   - Lead or influence teams / technical specialisms, understanding the limits of their skills and knowledge
   - Develop others to meet changing technical and managerial needs.
   - Demonstrate continuous quality improvement and promote best practice

3. **Commercial Ability**
   - Manage, prepare and control costs/budgets of a significant engineering task or project.
   - Demonstrate sound judgement on statutory, contractual and commercial issues in relation to their own area of responsibility.

[4] This will be demonstrated by your submitted report and completion of a written communications task as part of the Professional Review.

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4. **Health, Safety and Welfare**
   - Demonstrate leadership by promoting good practice and improvements in health, safety and welfare.
5. **Sustainable Development**
   - Take a professional and responsible role in improvements that support sustainable development and reduce resource demand, set in the context of a whole project life cycle
6. **Interpersonal Skills and Communication**[5]
   - Communicate new concepts and ideas to technical and non-technical stakeholders
   - Proactively manage diversity and inclusion
7. **Professional Commitment**
   - Exercise sound holistic independent judgement and accept responsibility

Chartered Professional Review (CPR)

1. Understanding and Practical Application of Engineering

Maintain and extend knowledge of engineering theory and practice, and how technology assists its application.

Solve engineering problems using a sound theoretical approach, based on evidence, and contribute to continuous improvement.

And engage in the creation and/or introduction of new, advancing or improved techniques and technology.

Identify, review and select techniques, procedures and methods to undertake engineering tasks.

And take an active role in the identification and definition of requirements, challenges, risks, and opportunities and undertake appropriate investigation and action.

Contribute to the design and development of engineering solutions, implement those solutions, and evaluate their effectiveness in the context of the whole project life cycle.

And undertake the design, development and implementation of engineering solutions and evaluate their effectiveness in the context of the whole project life cycle.

Exercise sound independent engineering judgement

2. Management and Leadership

[5] Please note: All assessments and reviews for Engineering Council registration will be conducted in English, subject to the provisions of the Welsh Language Act 1993. This will also be demonstrated by your submitted report and completion of a written communications task as part of the Professional Review

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Plan the work and resources needed to enable effective implementation of engineering tasks and projects.	
Manage the planning and organisation of tasks and resources.	**And** manage (organise, direct and control), programme or schedule, tasks and resources
Manage teams or technical specialisms	**And** lead or influence teams / technical specialisms, understanding the limits of their skills and knowledge.
Assist others to meet changing technical and managerial needs	**And** develop others to meet changing technical and managerial needs.
Manage quality processes and contribute to quality improvements.	**And** demonstrate continuous quality improvement and promote best practice.
3. Commercial Ability	
Manage, prepare and control costs/budgets of engineering tasks or projects.	**And** manage, prepare and control costs/budgets of a significant engineering task or project.
Use sound knowledge of statutory and commercial frameworks within their own area of responsibility and have an appreciation of other commercial arrangements.	**And** demonstrate sound judgement on statutory, contractual and commercial issues in relation to own area of responsibility.
4. Health, Safety and Welfare	
Demonstrate a sound knowledge of legislation, hazards and safe systems of work Manage risks. Manage health, safety and welfare within their own area of responsibility. Contribute to improvements in health, safety and welfare.	**And** demonstrate leadership by promoting good practice and improvements in health, safety and welfare.
5. Sustainable Development	
Understand the principles of sustainable development and apply them in work.	

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Manage engineering activities that contribute to sustainable development and the United Nations Sustainable Development Goals (UNSDGs).	**And** take a professional and responsible role in improvements that support sustainable development and reduce resource demand, set in the context of a whole project life cycle.
6. Interpersonal Skills and Communication	
Communicate well with others at all levels including effective use of English[6], orally and in writing[7].	
Discuss ideas and plans competently and with confidence.	**And** communicate new concepts and ideas to technical and non-technical stakeholders.
Demonstrate effective personal and social skills.	
Demonstrate awareness of diversity and inclusion.	**And** proactively manage diversity and inclusion.
7. Professional Commitment	
Understand and comply with the ICE Code of Conduct.	
Understand the ethical issues that may arise in their role and carry out their responsibilities in an ethical manner	
Plan, carry out and record Continuing Professional Development necessary to maintain and enhance competence in their own area of practice.	
Identify the limits of their personal knowledge and skills.	**And** exercise sound holistic independent judgement and accept responsibility.
Engage with ICE activities.	

[6] Please note: All assessments and reviews for Engineering Council registration will be conducted in English, subject to the provisions of the Welsh Language Act 1993

[7] This will be demonstrated by your submitted report and completion of a written communications task as part of the Professional Review.

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Our vision

Civil engineers at the heart of society, delivering sustainable development through knowledge, skills and professional expertise.

Core purpose

- **To develop and qualify professionals engaged in civil engineering**
- **To exchange knowledge and best practice for the creation of a sustainable and built environment**
- **To promote our contribution to society worldwide**

Diversity statement

As a membership organisation and an employer, we value diversity and inclusion - a foundation for great engineering achievement

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