AIRAH PROFESSIONAL ENGINEER REGISTER

APER

APPLICANT RESUMÉ GUIDELINES

APER Applicant Resumé Guidelines version 1.0

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Introduction

We request that you prepare a tailored resumé to support your APER application. A template (available here) is provided for your use, and these guidelines are designed to help with it completion.

Please note, you must include whether you are a permanent resident of Australia. If not, you will need to provide visa details and status.

Although similar to the resumé you would use for a job application, there are some differences that you should consider:

- List your professional skills and background clearly and concisely;
- Avoid business jargon – the assessor may not work in the same field as you;
- Only mention the work you have completed – don't include work done by others;
- Write in the first person: "I wrote", "I presented", etc.;
- It must be an accurate and true representation of your career.

The experience cited in your resumé must demonstrate that you are professionally responsible for the consequences of technical judgements and decisions. Your resumé must include sufficient detail to enable a thorough understanding of the scope and scale of technical activities undertaken and level of competence held, e.g. scale of equipment and/or project and its phase, documentation that was developed, details of processes, risk assessments undertaken, how many people in teams for each task or project, specific role, etc.

Things to consider:

- Make sure that your resumé accurately reflects your own experience;
- Ensure that you can discuss the work described in your resumé in further depth at interview;
- Write the examples in first person singular so your role and actions are clear ("I did", "I designed", "my report…", etc.);
- Be concise across all sections using clear, correct English, and don't use more words than necessary;
- Minimise the use of acronyms (unless defined in full when first appearing in the report or in a glossary);
- Show appreciation for, and specific application of health and safety principles, sustainability, etc.;
- Provide evidence of problem solving (describe the problem, the action you took, and the outcome);
- Don't exaggerate your role or importance in the task being described;
- Don't talk in generalities ("I've been involved in many projects…", "I have several examples…") – provide specific examples;
- Don't expect the assessor to "read between the lines" and make assumptions about your experience and competence.

Referees

Two referees are needed to provide a reference in support of your APER application.

Your referees must satisfy one of the following:

- Be an APER, ARPEng, or AIRAH Member or Fellow.
- Hold CPEng, CEng, RPEng, RPEQ or equivalent status. The referee's accreditation must be in the discipline or in a similar discipline to which the applicant is seeking accreditation.
- Be an engineer with a bachelor's degree (or other historically or internationally recognised equivalent, or higher qualification, under the Washington Accord) in the discipline or in a similar discipline to which the applicant is seeking accreditation. They must have seven or more years of work experience in the discipline or in a similar discipline in which the applicant is seeking accreditation.

Your referees do not need to work with you, or be in the same organisation/country, but they should be sufficiently familiar with your work and career to support your application. They should not be a family member.

We will contact your referees by email or phone and ask them:

- How long they've known you, and in what capacity;
- If you are employed in a responsible post in mechanical engineering – HVAC&R building services;
- Whether they recommend your election to APER.

Assessment process

All applications are peer-reviewed. Our volunteer Assessors and interviewers are Registered Professional Engineers or AIRAH Fellows and Members and receive training to maintain standards and ensure consistency.

The AIRAH Assessment Committee is made up of Registered Professional Engineers or AIRAH Fellows and Members who are invited to sit on the Committee and make the final decision on whether candidates are elected to APER.

Interviews

Once your documentation has been successfully assessed, your application will proceed to the interview stage. The interviewers will determine the following:

- Your resumé is a true account of your professional experience;
- You have the required level of responsibility;
- Your competence and commitment are adequate in all categories; and
- Your two referees are familiar with your work and support your application.

The interview sessions are often held virtually. The AIRAH Registrar will send further information about the interview at the appropriate time.

Your interviewers will submit an interview report in confidence to AIRAH's Assessment Committee who will make the final decision about your election to APER.

APER Applicant Resumé Guidelines

Please use the below guidelines to help in the completion of your tailored resumé, as based on the supplied template.

Career information and current role

In this section you are asked to provide:

- A brief summary of your career and your key skills and areas of expertise;
- A brief description of your current role – Company name, job title and commencement date, and a one- or two-sentence description of your current responsibilities.

Education and training

List your qualifications in order of relevance. Include the qualification title, university or institution name, year commenced, and year completed.

Other qualifications and training

Provide details of other qualifications and training relevant to the mechanical engineer – HVAC&R building services discipline. Provide the qualification or training name, institution, and year completed.

Professional membership

List the organisations of which you are a current member, providing the organisation name and level of membership.

Previous work experience

In this section you must include at least five years' relevant employment information in chronological order, providing information about your previous roles and responsibilities:

- Position titles, start and end dates;
- Organisation name and a one- or two-sentence description of what it does;
- A list of your responsibilities and tasks undertaken for each role;
- Three to five key achievements for each role.

Work experience, competence, and commitment

In this section of your resumé, you must show that your academic knowledge and experience has translated into mechanical engineer – HVAC&R building services competence and that you are committed to high standards of professional and ethical conduct.

In the **work experience** section, you must include at least five years' relevant employment information in chronological order.

The **commitment** section requires you to demonstrate how you are committed to high standards of professional and ethical conduct and that you recognise obligations to society, the profession, and the environment. You are also required to demonstrate how you maintain your professional competence and keep your knowledge up to date through your professional development activities.

The primary requirement within the **competence** section is to demonstrate that your personal academic knowledge, work experience, and training has translated into mechanical engineer – HVAC&R building services competence. The examples you provide in this section should show that you have had a broad range of experience. You should include a sufficient number of examples that will demonstrate the depth and breadth of your technical and professional experience.

You should ensure that you provide adequate technical detail in each sub-section, while trying to keep each description to around 200–300 words. As a guide your descriptions should provide:

- Context – Brief detail about the circumstances of the work you are describing (approx. 20%);
- Action – The actions you took (approx. 60%);
- Result – The outcomes, and whether they were successful or otherwise (approx. 20%).

For each sub-section, we recommend you provide one in-depth example and at least one other example to show application in different instances and the breadth of your experience.

Work experience, competence, and commitment – example

COMPETENCE EXPERIENCE: SECTION 1

Evidence you apply mechanical engineer – HVAC&R building services technical knowledge and understanding to your engineering activities.

Provide evidence of your ability to apply knowledge and understanding of mechanical engineer – HVAC&R building services to practical engineering situations. The examples provided must involve the use of mechanical engineering principles and knowledge.

a) Applying appropriate theoretical and practical methods to identify or define problems, opportunities, or projects

How are you proactive in anticipating problems in your work and how do you subsequently go about overcoming these problems or finding solutions? Please specify particular calculations, research, analysis modelling, etc. you may have used in your work (you do not have to include workings or appendices).

Examples:

- Introducing a new technical process or technique to improve operational practices or workflows;
- Understanding a client's organisational objectives and identifying mechanical engineer – HVAC&R building services opportunities that align with those objectives;
- Specifying control and equipment modifications to improve the performance and value of existing HVAC&R building services systems or designs;
- Identifying system/building operating inefficiencies or problems and developing an engineering solution to address them;
- Involvement in the development and tendering for new HVAC&R building services products, processes, or systems.

You might write:

I introduced a new process for (>>>>>>>>) by (>>>>>>>).

I have been involved in the specification and tendering of new HVAC&R building services systems for (>>>>>>>).

I identified and promoted additional engineering opportunities on an existing contract for (>>>>>>>) by (>>>>>>>).

b) Combining ideas and contributions of different people and disciplines to arrive at appropriate engineering and technical solutions

Convey your ability to obtain information from an interdisciplinary team, whether that includes other engineers and design professionals, controls specialists, architects, technical sales, and marketing professionals, or building owner and operator representatives. How do you use the skills and knowledge of others to arrive at an outcome you wouldn't be able to achieve individually?

Examples:

- Obtaining involvement of different stakeholders in preparing final solutions;
- Obtaining data from a multidisciplinary team of designers, contractors, and control engineers to create a HVAC&R building services system solution;
- Providing a key contribution to a team of designers, contractors, and control engineers to commission a complex HVAC&R building services project;
- Planning, budgeting, organising, directing, and controlling tasks, people, and resources in a multi-disciplinary HVAC&R building services project;
- Conducting appropriate research, and preparing, presenting, and agreeing design recommendations with project stakeholders including appropriate risk analysis, for the design and development of HVAC&R building services system solutions;
- Collaborating with key stakeholders, and negotiating agreement on HVAC&R building services procurement, delivery, or improvement plans.

You might write:

I was responsible for coordinating information from architects, electrical engineers and lighting engineers that allowed me to develop a cost-effective and optimised design for (>>>>>>>>>).

I organised and led the work teams and coordinated project activities for (>>>>>>>>>).

I negotiated the necessary contractual arrangements for (>>>>>>>>) with other stakeholders (client, subcontractors, suppliers, etc).

I created a combined refrigeration / air conditioning system design for (>>>>>>>>>) by (>>>>>>>>>).

c) Developing creative and innovative solutions, designs, and technological approaches to engineering problems

How do you go about making improvements/modifications in your work? Innovation is relevant at any level providing you are advancing either a process or a system in some way – be it reducing cost, improving efficiency, increasing safety aspects, etc.

Refer to specific outputs of creation and innovation in your work, for example: research and analysis; preparation of front-end design documents; development of flow and energy balances; process and control logic flows; and outline of equipment/system specifications.

Examples:

- Developing new commercial standard software for HVAC&R building services system analysis;
- Developing new materials, systems, and implementation approaches to HVAC&R building services systems;
- Preparing reports to include option analysis, whole-of-life assessment, risk analysis, cost benefit, and other performance assessments to solve HVAC&R building services problems and meet client objectives;
- Producing innovative concept designs, and developing these into detailed HVAC&R building services system solutions;
- Developing solutions to existing engineering problems using new or existing technologies, through innovation, creativity, and behaviour change.

You might write:

I found a new approach in the technical literature to a de-humidification problem and incorporated this into a design for (>>>>>>>>>) by (>>>>>>>>>).

I created a duct distribution design compliance verification program for the design consultancy to verify compliance with energy efficiency regulations.

I developed/implemented a non-standard performance-based refrigeration system design for (>>>>>>>>) by (>>>>>>>>) as a superior alternative to compliance with the AS/NZS 5149 solution.

I conducted a post occupancy evaluation to help develop solutions to thermal comfort and condensation issues in (>>>>>>>>>) by (>>>>>>>>>).

I developed/implemented a performance-based design for HVAC&R building services at (>>>>>>>>) as a superior alternative to compliance with the NCC deemed-to satisfy design solution.

d) Undertaking technical evaluation and optimisation to address the brief you were given or requirements you identified

How do you ensure your solutions are safe and feasible before you implement them? How do you ensure your designs are providing the best solution for your client? Can you assess existing systems and problems and develop and/or provide solutions?

Examples:

- Conducting a formal risk assessment of a cooling water or air handling system in accordance with performance-based standards;
- Evaluating innovative solutions and new technologies, with particular reference to client objectives, to select the most appropriate solutions;
- Evaluating alternative design and control schemes for a building's HVAC&R building services system, using an energy modelling/simulation system;
- Assessing the current operation and application issues for a complex HVAC&R building services system and developing recommendations on engineering opportunities to improve the system;
- Evaluating, tuning, and optimising HVAC&R building services systems.

You might write:

I measured energy flows and electrical consumption of (>>>>>>>>>) to produce an operating baseline benchmark for identifying, then reducing, energy losses due to system issues identified from the data by (>>>>>>>>>).

I prepared and presented a report on the evaluation of the effectiveness of the design of the HVAC&R building services systems for (>>>>>>>>>), including risk, performance, and life-cycle analysis.

I developed and implemented a microbial control risk management plan for the cooling towers and associated systems for (>>>>>>>>>) by (>>>>>>>>>).

e) Planning and execution of technical work and projects

How do you contribute to the delivery of projects? Ideally, you have led projects and gained experience of working on every stage, e.g., from planning and research; to design, installation, and commissioning; to operations and maintenance; marketing and sales; etc.

Examples:

- Evaluating proposals and planning specific tasks using contemporary schemes and solutions;
- Establishing agreed bases for delivering engineering solutions which would include costings, deliverables and delivery timelines, and a performance evaluation program;
- Developing and implementing conversions of existing systems to incorporate contemporary controls, equipment, and technologies;
- Managing and delivering the commissioning of new, or recommissioning of existing, HVAC&R building services systems;
- Programming and supervising the procurement and installation of a new or replacement HVAC&R building services system;
- Preparing project management and delivery plans to ensure the resources available match the delivery program and that expectations and standards are consistent across the whole team.

You might write:

I benchmarked the performance of systems for (>>>>>>>>>) and identified where and how the operational performance could be improved by (>>>>>>>>>).

I managed the design / installation / commissioning of (>>>>>>>>>) systems for (>>>>>>>>>).

I provided retro commissioning design / delivery / management of (>>>>>>>>>) for (>>>>>>>>>).

I project managed the installation and commissioning of a refrigeration system for (>>>>>>>>>) comprising (>>>>>>>>>).

COMPETENCE EXPERIENCE: SECTION 2

Provide evidence of your ability to apply knowledge and understanding of mechanical engineer – HVAC&R building services to practical engineering situations. The examples provided must involve the use of mechanical engineering principles and knowledge.

Demonstrate your awareness of the safety, environmental, and commercial implications of your work. Developing awareness does not mean that you need "expert" experience working as an environment engineer for example, or in specialisation areas such as data analytics, systems installation, commissioning, or project management – these issues should be inherent in the work of any mechanical engineer – HVAC&R building services professional.

a) Ability to handle health, hazard, and safety aspects and meet legal and legislative requirements

Give direct examples that describe your contribution to ensuring safety and health in HVAC&R building services system design, construction, commissioning, and operations. You need to show experience of systematically evaluating either a new design or an existing system to identify, evaluate, and address risks and hazards. The system the evaluation process was applied to can range from small to large scale.

Examples:

- Attendance of, or contribution to, safety-in-design or risk analysis and review meetings;
- Management of the risk assessment and management for a HVAC&R building services system/project;
- Training in the correct application of health and safety principles and procedures in any practical situation (on an operating site, in construction, in a fabrication factory);
- Completion of safety awareness training (including behavioural safety);
- Understanding of WHS/OH&S legislation, health regulations and industry codes of practice (e.g., model WHS system or other local state OH&S legislation and codes);
- Application of construction and commissioning safety regulations (permit to work system, safe method work statements, handling of hazardous materials, safety risk assessments, etc.);
- Specific design activities (air contaminant dispersion analysis, operating and maintenance instruction for analysis of life-safety systems, design of hazardous/flammable gas detection systems, etc.);
- Auditing safety compliance of a HVAC&R building services system construction project/site;
- Designing or evaluating smoke control systems, refrigerant detection systems, fire protection systems and firefighting systems;
- Carrying out an investigation into a notifiable hazardous incident involving a HVAC&R building services system.

You might write:

I prepared a safe method work statement for an unusual maintenance task of (>>>>>>>>>>) for (>>>>>>>>>>).

I prepared a safety-in-design review of (>>>>>>>>>>) for (>>>>>>>>>>).

I have formal training in (>>>>>>>>>>) for (>>>>>>>>>>).

I have defined a holistic and systematic approach to risk identification, assessment, and management for (>>>>>>>>>).

I carried out safety audits of (>>>>>>>>>) to identify and minimise hazards of (>>>>>>>>>) by assessing and controlling risks of (>>>>>>>>>).

I have managed best practice risk management systems in (>>>>>>>>>) for (>>>>>>>>>), in accordance with AS/NZS ISO 31000.

b) Ability to handle sustainability and resilience aspects and to work effectively with other disciplines to achieve optimum outcomes for the built environment

Demonstrate your understanding of how HVAC&R building services systems and operations may have an environmental or societal impact and show how you incorporate recognition and remediation of these risks into your work.

Examples:

- Adoption of sustainable practices to achieve defined social, economic, and environmental outcomes;
- Helping clients to embrace sound environmental principles by providing whole-of-life performance information identifying long-term benefits of proposed HVAC&R building services solutions;
- Preparing, presenting, and agreeing design recommendations, with appropriate analysis of risk, and taking account of cost, quality, safety, reliability, resilience, appearance, fitness for purpose, security, intellectual property (IP) constraints and opportunities, and environmental impacts;
- Carrying out environmental impact and risk assessments and implementing best practice environmental management systems, e.g., ISO 14000;
- Analysis and investigation of ways of reducing HVAC&R building services system energy and water use and environmental impact;
- Presenting a clear appreciation of the environmental impact and mitigation factors in the design and implementation of any new HVAC&R building services system;
- Undertaking design work to remove an environmental problem associated with a HVAC&R system;
- Involvement in reduction or better utilisation of material and energy streams, contributing to better sustainability;
- Specific design activities to mitigate issues such as HVAC&R building services system related environmental noise, fugitive air contaminant emissions (odours), etc.

You might write:

I ensured that the HVAC&R building services systems designed/installed for (>>>>>>>>>) embraced current and proposed legislation including working towards zero carbon emissions and the implementation of more sustainable solutions by (>>>>>>>>>).

I actively promoted the development and implementation of mechanical engineering – HVAC&R building services solutions in (>>>>>>>>>) that embrace the principles of sustainability in materials and energy sources by (>>>>>>>>>).

I have evaluated and used innovative new technology such as (>>>>>>>>>) to provide a more sustainable engineering solution and reduce carbon emissions for (>>>>>>>>>).

I have provided a HVAC&R building services system resilience audit of (>>>>>>>>>) to identify the risks to the client organisation of increased ambient temperatures and more frequent flood threats and recommended that (>>>>>>>>>).

c) Ability to handle commercial and economic aspects

Show how you have contributed, as an engineer, to commercial decisions

Examples:

- Managing project funding, payments, and recovery to satisfy legal and statutory obligations within identified financial, commercial, and regulatory constraints;
- Devising commercially sound whole life performance information identifying long term benefits to help clients better understand the long-term financial implications of HVAC&R building services system decisions;
- Estimating capital and operating costs for alternative designs;
- Gaining experience in a sales or marketing role (e.g., as part of a training rotation);
- Gaining experience in a design equipment and/or procurement role;
- Undertaking a technical-commercial optimisation study to find an economically feasible solution;
- Planning and managing a small project, or part of a larger project, in terms of schedule, staff/cost budget, equipment costs, etc.;
- Agreeing scope of works with the team, and other professionals and disciplines, to prepare tender and/or proposal documentation.

You might write:

I analysed and presented the cost and non-cost implications of introducing energy efficiency improvements in (>>>>>>>>>) by (>>>>>>>>>).

I planned the installation program and delivered the management tasks for (>>>>>>>>>) including identifying required resources and costs, and negotiating sub-contracts and work orders.

I have prepared and monitored development of fee proposals and implementation of budgets for (>>>>>>>>>) by (>>>>>>>>>).

COMPETENCE EXPERIENCE: SECTION 3

Evidence of your interpersonal, leadership, and communication skills.

Convey how you effectively communicate and work with professionals at all levels. How do you ensure your colleagues know what you are doing and how do you gather information on issues concerning you?

a) Managing interpersonal relationships

Many roles involve the effective use of teamwork, and you should demonstrate your effectiveness in managing interpersonal relationships when working in a team environment. This may be in a project setting but can apply to working with others (including other disciplines and non-engineering professions) on an operating plant or in an academic environment.

Give specific examples where your contribution had an important effect or impact, rather than simply "working in a team". How does the development of professional relationships impact on your ability to do your job successfully? Evidence of liaising with external clients, suppliers, and organisations should also be considered.

Examples:

- Resolving conflicts and creating, maintaining, and enhancing productive working relationships;
- Negotiating contractual arrangements with stakeholders (client, subcontractors, suppliers, etc.);
- Communicating operating plans with commissioning staff.

You might write:

I promoted a project aimed at continuous improvement within a staff group, to improve operational practices in (>>>>>>>>>>) by (>>>>>>>>>>).

I resolved a contract dispute regarding (>>>>>>>>>>) by (>>>>>>>>>>).

I regularly provide work briefings to team members by (>>>>>>>>>>) to promote team effectiveness.

b) Demonstrating leadership in a professional role

You do not necessarily have to be the manager of a team of engineers to demonstrate leadership.

You should demonstrate abilities in making decisions that require an expected level of maturity. Such decisions could be primarily in a technical context (e.g. resolving an operating problem or making a design decision about a piece of equipment or plant) or by supervising a group of engineers. It could also be demonstrated in the training or mentoring of junior engineers. Think of other ways you demonstrate leadership, for example working proactively as an individual, e.g. initiating projects; delegating work; training your peers; and providing direction to operators or technicians.

Examples:

- Ensuring that variations from quality standards, programme and budgets are identified and that corrective action is taken, exercising all reasonable professional skill and care;
- Agreeing objectives and work plans with teams and individuals, to reinforce team commitment to professional standards;
- Leading and supporting team and individual development;
- Leading a technical review;
- Selecting and using appropriate communication styles for the range of professional situations you encounter (e.g., memos, formal letters, reports, minutes, etc.);
- Maintaining professional competence by research, reading, and participating in the activities of professional institutions;
- Mentoring, assisting, and guiding the professional development of others.

You might write:

I provided leadership by organising and hosting a cross-functional workshop for best practice in (>>>>>>>>>>).

I engage and interact with my professional networks by (>>>>>>>>>>).

I take responsibility for developing productive working relationships with my peers and colleagues by (>>>>>>>>>>).

I provided a refrigeration focussed safety-in-design awareness and process presentation to (>>>>>>>>>>).

c) Communicating ideas and plans by report writing and oral presentation

The ability to present ideas, facts, and experiences in a clear and concise manner is an important aspect of being a professionally qualified engineer. You should give evidence here of presenting technical data orally and writing reports about your findings.

Work completed for a PhD, master's degree, mechanical engineering degree, or other academic research may be relevant.

Examples:

- Preparing and presenting reports on the evaluation of the effectiveness of a design or system;
- Writing a specification for a control system;
- Delivering a presentation to peers on projects undertaken, project development, and solutions reached;
- Preparing/presenting a technical paper, report, or seminar (e.g. at an event or conference);
- Provision of technical guidelines to assist in product selection and/or application;
- Presenting alternative design options to senior management or clients;
- Preparing and delivering presentations on strategic matters, sustaining debate with audiences, and feeding the results back to improve the original proposal or concept.

You might write:

I devised a presentation of the implications to the energy efficiency of the installation of a new chiller design for (>>>>>>>>>).

I have prepared agendas and minutes for meetings for (>>>>>>>>>), and identified, developed, and established formal and informal communication channels between stakeholders by (>>>>>>>>>).

I have prepared communications, documents, and reports on complex matters such as (>>>>>>>>>), to help exchange information and provide advice to technical and non-technical colleagues.

COMPETENCE EXPERIENCE: SECTION 4

Evidence of your personal commitment, and of working to high standards of professional and ethical conduct.

Demonstrate a personal commitment to professional standards, recognising obligations to society, the profession, and the environment.

a) Professional conduct

Demonstrate your commitment to ensuring that your work is of the highest possible standard and that you seek continuous improvement and advancement in your work, both as an individual and by engaging and participating with the wider profession. A record of your continuous professional development (CPD) activities must be provided as a separate document.

Examples:

- Adherence to organisation/company quality management system and procedures;

- Undertaking professional activities over and above your core role;
- Appropriate selection, understanding, and use of contemporary technical standards/codes;
- Awareness and compliance with a code of conduct relevant to your work activities;
- Support to the wider profession in member group activities, research, and innovation initiatives, etc.;
- Links you have established with local training and education providers;
- Advice you have provided to others on mechanical engineer careers;
- Mentoring, assisting, and guiding the professional development of others or encouraging others to maintain their competence.

You might write:

I keep up to date with national and international engineering trends and issues by (>>>>>>>>>).

I am active within my local AIRAH members group and have organised various technical seminars on the subject of (>>>>>>>>>) to help others gain an understanding of this field.

I have trained younger engineers in (>>>>>>>>>) as part of an ongoing scheme to ensure competence across my company.

I compile evidence of my professional development through on-the-job learning, private study, in-house courses, external courses, and conferences by (>>>>>>>>>).

b) Working in an ethical manner and meeting legal and regulatory requirements

Give direct examples which illustrate your personal and ethical commitment of working to professional standards laid out by AIRAH, your company or organisation, and of the wider community.

Examples:

- How the APER Code of Professional and Ethical Conduct impacts on your behaviour and influences your decision making;
- Issues of confidentiality and intellectual property management;
- Avoiding conflict of interest and managing dispute resolution;
- Knowledge and application of company/professional codes (conduct/standards/behaviours/values);
- Your understanding of how ethical dilemmas can arise in your work and your resulting duties to employers, clients, and society.

You might write:

I faced a professional dilemma when my company secured a contract with my previous employer, so I (>>>>>>>>>).

I noticed a potential hazard that was outside of my core area of control but recognised my ethical responsibility and reported it by (>>>>>>>>>).

An example of where I have applied and upheld the ethical principles defined by my company is (>>>>>>>>>).

I identified the regulatory constraints of (>>>>>>>>>) and developed (>>>>>>>>>) solutions necessary to satisfy legal and statutory obligations.

I have explained the technical rationales and constraints of (>>>>>>>>>) regulations to clients and colleagues including the role of regulatory authorities.

I maintain a working knowledge of current and impending legislation, standards, and codes that may influence and regulate HVAC&R building services related work by (>>>>>>>>>).