The competencies that are important to being an effective technical employee in a global company.

Knowledge and skills that enable one to perform one’s technical profession and interact, communicate and work effectively beyond one’s normal environment. The ability to integrate across an international organization and various disciplinary domains in order to understand the organization’s global issues and problems and create opportunities to solve them.

- Knowledge of context-related styles for project management (delegation, monitoring and execution of technical work)
- Re-learn, if necessary, how to access work tasks and work relationships
- Analyze and if necessary change one’s perspective and approach to a task depending on the cultural situation
- Establish ‘new’ frame of reference and team approaches, including culturally appropriate communication and working styles
- Competence to collaborate across national and cultural barriers
- Knowledge of cultural differences in the design, manufacture and use of a product
- Understanding the possible consequences of cultural differences in technical problem solving
- Knowledge of working practices and cultures of one’s profession in other countries
- Application of technical solutions and applications in a global context
- Analysis of how national differences affect technical tasks and production methods
- Is aware of different local expectations of what is considered responsible technical practice
- Can make ethical and socially responsible decisions in a culturally different context than one’s own
- Can effectively handle ethical problems caused by cultural or national differences
- Awareness of one’s profession’s different rules, practices, standards, technical specifications, testing and inspection procedures, environmental rules and measurement systems between countries and regions
- Knowledge of and understanding of documentation procedures and quality control when you are part of a global supply network
- Use one’s technical knowledge in connection with sales to different customer segments internationally
- Analyze and engage in different customer needs internationally
- Can be included in the development of new processes and products that may be of value to the company internationally
- Can participate in multidisciplinary teams with a view to solving challenges in corporate global supply chain
- Knowledge of opportunities in foreign export markets marketing and production and the global supply chain, including international
- Understanding the connection between development, sourcing, production and sales in a global perspective

GLOBAL COMPETENCIES ON KEA TECH

1 TECHNICAL COORDINATION
Involves the work (and influencing) of other people so that they conscientiously perform a necessary work in accordance with a mutually agreed schedule. It can be tasks with responsibility for practical elements of production and ensuring that everything works, or coordination of technical solutions and operational optimization across the organization and/or with global collaborators.

2 WORKING METHODS AND CULTURES
Involves understanding and ability to handle different technical working methods and working cultures that may be encountered outside Denmark.

3 STANDARDS, REGULATIONS & ETHICS
As a technology and/or production company, one must relate to an increasing amount of national and international rules. There may be rules relating to safety, the environment, working conditions etc., which impose requirements on a company’s product and conditions in the supply chain. This means in particular that documentation processes and quality assurance will be important tasks for employees, but also a general global commitment to comply with new rules within one’s field.

4 ENTREPRENEURSHIP & MARKET-ORIENTATION
These are competences that are usually linked more with business practices than the technical field. These are skills that are becoming increasingly important also for technical employees - because they themselves want to become entrepreneurs; because MMVs increasingly demand flexible employees with broad competencies and because innovation are essential for global companies’ competitiveness.

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