

## What does an Engineering Manager do?

- Participate fully in developing, maintaining and modifying engineering processes and procedures in assigned areas in response to technical developments and operational need.
- Ensure resource levels fully support operational capability/loading.
- Carry out investigations into operational problems or developments and developing and preparing solutions, individually or as a member of a project team.
- Act as the main point of contact with customers and/or suppliers in assigned areas on engineering matters to resolve relatively complex problems and issues and to maintain awareness in both parties of priorities and objectives.
- Manage a team of Design, Development, Test, Evaluation and Qualification Engineers. Lead, manage and develop the engineering and support teams ensuring they have the resources, skills and support required to deliver the operational objectives.
- An experienced leader, part of the site leadership team, contributing towards wider site strategy and objectives.
- Lead and implement site engineering strategy, drive improvements through the change and escalation processes and use the organisations engineering framework to deliver continuous improvement within core engineering functions and systems.
- Provide clear and visible leadership to the engineering function in relation to lean deployment. Ensure the most efficient and effective operating structure is in place partnering with other departmental functions with supporting succession and development plans.
- Experience managing multiple concurrent multi-disciplined projects across the whole design, development, implementation, delivery and support lifecycle, including concepting, detailed design for manufacturing, test, commissioning, upgrade and de-commissioning.
- Forward thinking with a sound understanding of Lean Manufacturing techniques such as OEE, 5S SMED, TPM, PPM, and Agile methodologies.
- Detailed knowledge of IT system deliveries for a broad range of applications and industries, including ERP, Communications, Networking, Databases, CRM, Modelling, Reference Systems.
- The ability to chair design review meetings, change control processes and configuration management steering groups.
- The ability to interpret of engineering drawings and specifications.
- Develop and deliver engineering annual budget and productivity pipeline.
- Supporting the identification of business opportunities and the preparation of bids in area(s) of expertise to facilitate the development of the highest quality bids.
- Coach and mentor the team to ensure genuine succession planning.
- Detailed knowledge and experience of performance, non-functional testing and application performance diagnostics (including test equipments).
- Detailed knowledge of relevant standards, interfaces, data flows and control mechanisms.
- Ability to work across disciplines such as Production, Operations, Supply Chain, Quality, Technical, New Product Development, Engineering and Human Resources.

## What personal skills will you need?

- Recognised and consulted as one of the experts within at least one domain or possessing deep knowledge of several domains within the discipline of engineering.
- Ability to perform robust analysis using recognised analytical tools and to make sound judgements based on experience.
- Sufficient breadth of knowledge of sector, system and product design and the sound judgement needed to be able make correct trade-off decisions.
- Strategic thinker, with a track record of delivering performance improvements and positive behavioural changes.
- Ability to deliver result, taking others with you via strong communication and influencing skills, and a technical professional with high level skills in presentation and influencing.
- Excellent problem solving skills, with practical executional experience in Lean thinking and application, TPM, RCA methodologies, RCM, Condition Monitoring and other world class preventative maintenance methodologies.

- Experience in strategy development/execution and driving innovation through inclusive and diverse teams.
- Track record of identifying and building technical talent.
- Team player, capable of working with others to achieve a common aim.
- Excellent influencing and management skills and the ability to communicate effectively at all levels.
- Previous experience with major budgetary control and development of financial plans, estimating techniques including research and development, operations, productivity and through life support.
- Previous relevant experience working within supply chain (Contracts & Procurement) and consulting environments.

## **What qualifications will you need?**

- Educated to HND/degree level in mechanical, electrical or related engineering or relevant discipline (Good quantitative or numerical degree from a leading university).
- Chartered or working toward chartership.
- Additional technical qualifications within the engineering discipline being pursued, including support areas such as change management, estimating, document and data management, configuration management or databases.
- Support qualifications in relation to safety, security, legislation and/or environmental domains.

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