

Role Description & Person Profile

Role	
Job title	Engineering Manager
Division	ABN Supply Chain
Department	Production
Team Structure Reports to, direct reports, etc.	Reports to Operations Manager Direct Reports – Maintenance Engineers

Description	
<p>Impact Statement The contribution of the role to achieving the overall business objective. Span of impact. Main purpose, focus of the role.</p>	<p>Management and maintenance of the performance and reliability of all Plant and Equipment on site while driving for world class standards. The priorities of this role are to ensure a safe working environment, feed safety and quality, maximise process efficiency and provide service and feed consistency on a best cost framework.</p>
<p>Role Objectives The key responsibilities and key accountabilities of role.</p>	<p><u>Health, Safety & Environment</u></p> <ul style="list-style-type: none"> • Ensure health & safety is always suitably prioritised and that teams operate in a safely • Own and manage safe operating procedures & risk assessments for Engineering teams • Ensure compliance with ALL relevant legislation & Statutory Inspections • Manage Site Contractors in a safe, controlled & compliant manner <p><u>Quality & Feed Safety</u></p> <ul style="list-style-type: none"> • Ensure that the achievement of food safety is always a priority • Ensure Preventative Maintenance compliance with HACCP () and company standards • Support adherence to UFAS/Audit actions and requirements • Ensure Hygienic practices are applied to Engineering work (internal and contractors) <p><u>People Leadership</u></p> <ul style="list-style-type: none"> • Utilise strong technical knowledge and be a powerful advocate for culture change • Demonstrate consistent technical and behavioural leadership at all times • Deploy effective communications to all stakeholders in a timely manner • Ensure adequate competence (skills, experience, knowledge) of all engineers. • Ensure all engineers are at, or working towards, multi-skilled status (mechanical & electrical) • Manage the technical and behavioural performance of Engineers • Motivate team members to continuously develop and reward, where appropriate <p><u>Planned Maintenance (PM)</u></p> <ul style="list-style-type: none"> • Manage the PM regime for all Plant & equipment. • Plan and execute all activities in conjunction with other business functions • Ensure all PMs are completed on time, in full (>95% conformance) • Work with teams to resolve Plant breakdowns in a timely and effective manner ensuring Production Availability (within the confines of Health, Safety, Environment & Feed Safety) • Continuously improve plant & equipment reliability (RCAs, PMs, Re-Engineering) • Manage CBM programme (i.e. thermography) to drive cost-effective maintenance • Utilise the Computerised Maintenance Management system (CMMS) to ensure maintenance records are kept to Audit Standards • Manage the Plant SCADA system (DataStor) and change-control process <u>Energy Efficiency</u> • Contribute to the monitoring of site energy performance and take action on ALL deviations to drive energy efficiency improvements and activities. <p><u>Maintenance Budget</u></p> <ul style="list-style-type: none"> • Create the budget plan for the financial year and maintain control of spend (by month) • Present & justify budget deviations through savings or risk reduction • Achieve savings through efficient use of suppliers, equipment and Procurement teams.

	<p><u>Operational Performance</u></p> <ul style="list-style-type: none"> • Support the Production team in driving operational efficiency improvements • Engage with operational teams and support Lean implementation activities • Be active in analysing and improving of overall site performance (Volume and Cost) <p><u>Capital Expenditure - Strategic & Cross-Site</u></p> <ul style="list-style-type: none"> • Contribution towards the 5-year Capital Plan with Central team; Support execution of major site works and technical expertise, tendering.... • Manage all minor capex activities (on-time, on-cost, on-quality) from start to finish and ensure delivery of the justified benefits • Take ownership of at least 1 multi-site initiative per year
<p>Key Stakeholders What are the challenges of the relationships, communication strategies required, etc.</p>	<p><u>Mill Performance Manager / Ops Manager/ Production Manager</u> Routine progress updates, awareness of issues and resolutions, communicate on performance progress (reliability, cost, energy efficiency and downtime planning).</p> <p><u>Regional E,H&S</u> – Update on action status from Audits, communication of identified issues.</p> <p><u>Regional Quality</u> - Update on action status from Audits, communication of identified issues.</p> <p><u>Regional HR</u> – Training and development, team resourcing, employee relations issues</p> <p><u>National Engineering Team</u> – Updates on progress vs Asset Care improvement plans, multi-site Initiative status, Progress of 5Yr Capital plan and minor capex projects.</p> <p>Planning & Customer Service – Comms relating to significant plant outages and risks.</p>
<p>Scope Depth, breath of knowledge application, ability to innovate, complexity of tasks, budgetary responsibility.</p>	<ul style="list-style-type: none"> • Technical Leadership and Ownership of the Mill(s) with Asset Value range of £5M -£15M • Full legislative responsibility (E,H&S) • Contribute towards actions emerging from Energy Efficiency reviews and subsequent cost (c.£200k-£700k p.a.) • Full accountability and ownership of maintenance budget (c.£100k – £250k p.a.) • Full Leadership of Site Engineers and technical leadership of other site teams. • Personal Accountability to Continued Professional and Personal Development

Person Profile		
<p>Knowledge Experience, any formal qualifications genuinely necessary or any key areas of knowledge.</p>	<ul style="list-style-type: none"> • Multi-skilled engineer; Mechanical/Electrical Engineering qualification or equivalent experience • Suitable & relevant Engineering experience, preferably in a leadership role • Experience of planned maintenance systems, preferably within the Food industry. • Good H&S knowledge in legislation (including ISO standards) and application • IOSHH qualification • Exposure to high volume manufacturing and change management; CI or lean methodologies • Previous experience engaging and motivating teams and individuals (incl. team management) • Resilient personal development focus to continuously improve 	<p>E</p> <p>E</p> <p>D</p> <p>E</p> <p>D</p> <p>E</p> <p>E</p> <p>D</p> <p>D</p>

<p>Key Behaviours</p>	<p>Responsible – own it</p> <ul style="list-style-type: none"> • Prioritise animal welfare and the safety of our people, partners and customers • Do what you say you were going to do • Own your decisions and mistakes with honesty and respect • Take responsibility for your own progression <p>Inquisitive – ask more</p> <ul style="list-style-type: none"> • Challenge the normal and don't accept the status quo • Learn from all parts of the business • Be innovative, make suggestions on processes, systems and products <p>Inclusive – talk more</p> <ul style="list-style-type: none"> • Value the contribution of everyone irrespective of role • Take a one team approach • Listen and share ideas even if not your 'day job' <p>Brave – push the boundaries</p> <ul style="list-style-type: none"> • Challenge decisions/behaviours and yourself to do better • Be respectful in your approach
<p>Other Factors Travel, shift working, HGV Licence, etc.</p>	<ul style="list-style-type: none"> • The role incorporates a degree of hands-on working especially during holidays and unplanned absence cover.