**Role Description & Person Profile**

|  |  |
| --- | --- |
| **Job title:** | Engineering Manager |
| **Reports to:** | Operations Manager |
| **Location:** |  |
| **Direct & Indirect Reports:** | Direct line management responsibility for the engineering team members. |
| **Role Overview** | Responsible for the manufacturing performance and reliability of the site including proactive and reactive maintenance management.  As a leader within the ABN business, the postholder will have a shared personal responsibility to deliver annual targets and achieve the long-term growth vision, mission, and strategy for the site.  Adoption and implementation of Everyday Excellence is a key aspect of this role as we seek further value from our supply chain and engage our teams in improving our business for the long term. |
| **Budget Responsibility:** | Site engineering budgets circa £x per annum  Site savings projects circa £x per annum |

|  |
| --- |
| **Key Responsibilities:** |
| * Contributes to site strategy development and is responsible for delivery of engineering aspects of strategy through appropriate KPIs. Communicates site strategy, goals, and objectives to their team. * Tracks, reports and follows-up on performance metrics related to engineering aspects and KPIs.   i.e. unplanned downtime and maintenance schedule compliance.   * Responsible for adherence to internal Target Zero QESH KPIs and improvement plans to drive and deliver better performance year on year. * Responsible for engineering areas hygiene and audit scores, and to ensure engineering activities do not undermine general site hygiene /audit results. Ensure that plans are in place to drive better performance year on year. * Ensure that succession and development planning is in place for critical roles within your team, utilising individual PDPs to drive a culture of personal growth and engagement. Acting as a sponsor to grow internal talent. * Responsible for managing employment relations cases at site, including disciplinary, grievance, coaching for performance and supporting absenteeism, with support from people & performance team. * Responsible for proactive working relationship with all support functions, collaborating to deliver optimal business results at all times. * Responsible for improvement of site engagement score by actions based on colleague feedback from e.g. Pulse survey but also active listening and understanding. * Responsible for deployment of colleague objectives and appraisals (2 per year) where appropriate, and alignment of engineering team with business vision, strategy through to site, departmental and individual plans. * Engineering budget line responsibility including influencing of controllable costs. * Participation in and support of the delivery of site profit improvement plan (PIP) via a continually replenished focused improvement pipeline and delivery of focused improvement projects in their area. * Delivery of selected site capital projects within framework of site 3 to 5-year capex plan. * Close relationship with suppliers and OEMs, key point of contact to ensure plant reliability, effective customer service, and profitable supply. * Responsible for close liaison with planning and supply team on an appropriate basis to request plant outages and detail the outage plans to gain formal sign off. * Own engineering team asset care and supports production team (clean, inspect, lubricate) aspects of operator asset care. * Ensure that regular asset restoration events are planned, carried out safely, and actions completed. * Contribute to improvement pipeline suggestions and lead selected focused improvement projects, individually or through teams. * Contribute to tiered management system (TMS) for site, driving for your area and ensuring process adherence from the engineering team. * Supply relevant (KPI) data and insights, actions for site TMS and also drive TMS process at next level down e.g. daily engineering team meetings. * Own and maintain an up to date and accurate training matrix, ensuring that all engineers are trained, multi-skilled and competent to the required levels with a regular cadence of reviews. * Deliver workplace organisation (6S) plan for your areas, ensuring that team members are trained, following correct standards and regular audits are in place. * Apply RCA process to defined triggers within your area of responsibility, ensuring team involvement, and completion of defined countermeasures. |

|  |  |  |
| --- | --- | --- |
| **Person Profile/Knowledge**  Experience, any formal qualifications and necessary keys areas of knowledge or experience. | | |
| **Essential** | | **Desirable** |
| Full understanding of HSE aspects and how to conduct documented risk assessments and ensure contractor and team apply agreed control measures and work to RAMS. | | NEBOSH qualification  BOAS M - boiler management |
| Engineering experience within manufacturing. | | Engineering experience within a feed milling or similar industry |
| Continuous improvement knowledge and capability to drive plant reliability and efficiency, zero failure repeat mindset to drive performance improvements. | | Ability to balance both compliance and continuous improvement activities with “hands on” requirements of the role. |
| Excellent leadership and engagement skills with the ability to foster influential relationships at all levels. | | Capital project management skills from concept to commissioning and delivery of capital plan objectives. |
| Asset care strategy/ asset care development and application of appropriate activities. | | Agility or other CMMS system |
| Asset care strategy/ asset care development and application of appropriate activities. | |  |
| **Key Behaviours** |  | |
| **Other Factors**  Travel, shift pattern, working hours, Licence type etc. | * Hours to do the role, which will vary according to business priorities. * Travel as required. * Adopt a creative use of technology, travel, communication mediums and face to face interaction to deliver results & team engagement, whilst achieving a sensible work life balance. | |