

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>	<ul style="list-style-type: none"> Management and maintenance of the performance and reliability of all Plant and Equipment on site while driving for world class standards. Ensure feed safety, maximise process efficiency, provide service, feed consistency and a safe working environment on a best cost framework.
<p>Role Objectives The key responsibilities and key accountabilities of role. (5 to 10 areas)</p>	<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 (mech & elec) Manage the technical and behavioural performance of Engineers Motivate team members to continuously develop and reward, where appropriate <p><u>Health, Safety & Environment</u></p> <ul style="list-style-type: none"> Support a strong Health and Safety culture while maintaining compliance with Health and Safety and Environmental Law and Policy. 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) Investigate and support the resolution of plant related customer complaints <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 and process control system and change-control process Support the maintenance of an effective critical spares system for the site <p><u>Energy Efficiency</u></p> <ul style="list-style-type: none"> Own the monitoring of site energy performance and take action on ALL deviations Consistently 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>Capex, Strategic & Cross-Site</u></p> <ul style="list-style-type: none"> • Own the 5 year Capital Plan with Central team; Support execution of major site works • 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>Ops Manager / Area Manager</u> – Routine progress updates, awareness of issues and resolutions, communicate on performance progress (reliability, cost, energy efficiency). <u>Regional E,H&S</u> – Update on action status from Audits, communication of identified issues. <u>Regional Quality</u> - Update on action status from Audits, communication of identified issues. <u>Regional HR</u> – Comms on people performance and development, employee relations, training and talent acquisition. <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. <u>Planning & Customer Service</u> – 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) • Responsibility for overall Energy Efficiency 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 Consider experience, any formal qualifications genuinely necessary or any key areas of knowledge.</p>	<ul style="list-style-type: none"> • Multi-skilled engineer; HNC (or equivalent) Mechanical/Electrical Engineering • 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 and application (IOSH qualification, desirable) • A logical and structured thinker, with a strong ability to solve problems. • Exposure to high volume manufacturing; CI or lean methodologies • Strong Communication skills; Ability to engage and motivate teams and individuals • Resilient personal development focus to continuously improve 	<p>E E D E E D E E</p>
<p>Key Behaviours Consider which of our Guiding Principles are particularly relevant and also any role specific behaviours.</p>	<ul style="list-style-type: none"> • Drive Performance – Improve Plant Reliability alongside adherence to standards • Excellence at Speed – Deliver improvements “Right First Time” and “On-Time” • Work as a Team – Work together to deliver site goals; embed the mindset in teams. • Grow Talent & Capability – Drive own self-development and direct reports • Build Pride & Passion – Take pride in achievements of self and team • Protect & enhance our reputation – Drive energy Efficiency to achieve F24 ambitions • Customer Focused – Always ensure Quality, Safety, Cost and “Service on-time” 	<p>E E E D E D D</p>
<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. • 24 hour Call-outs (via a rota system) are part of the requirement. • Carry out other duties related to the role 	