

## Role Description & Person Profile

<b>Role</b>	
<b>Job title</b>	Maintenance Engineer
<b>Division</b>	AB Connect
<b>Department</b>	Supply Chain - Operations
<b>Team Structure</b> Reports to, direct reports, etc.	Reporting to Engineering Manager No Direct Reports

<b>Description</b>	
<b>Impact Statement</b> The contribution of the role to achieving the overall business objective. Span of impact. Main purpose, focus of the role.	Responsibility for the overall maintenance of the site including both reactive and planned maintenance tasks, fault finding , plant optimisation whilst supporting the Engineering Manager creating capital plans and budget. Maximise efficiency, service and feed consistency while ensuring that feed safety and health and safety standards are never compromised.
<b>Role Objectives</b> The key responsibilities and key accountabilities of role. (5 to 10 areas)	<ul style="list-style-type: none"> <li>• Carry out planned preventative maintenance utilising agreed schedule</li> <li>• Carry out reactive maintenance as required</li> <li>• Order and maintain a stock of mill spares, along with sourcing parts and other spares in a cost effective manner</li> <li>• Ensure that the achievement of food safety is always a priority</li> <li>• Quick resolution to plant breakdowns, faults, leaks etc.</li> <li>• In association with the Operations Manager &amp; Site Management complete the preventative maintenance schedule on time and within costs</li> <li>• Tasks to be completed in a safe manner and all equipment to be kept in a safe condition</li> <li>• Minimise Plant downtime due to mechanical and electrical failure</li> <li>• Monitor plant condition on a regular basis to prevent unnecessary equipment failures</li> <li>• Support the Plant internal hygiene audit ensuring contribution to score increases audit on audit</li> <li>• Work in conjunction with the Engineering Manager to contribute to 5-year Capital plan, identifying productivity and equipment energy and efficiency improvements</li> <li>• Ensure the site is Electrically &amp; Mechanically safe</li> <li>• Contribute by identifying energy cost saving initiatives</li> <li>• Drive workshop and work area housekeeping improvement to a very high standard</li> </ul> <p>• Control of Contractors, Permits To Work etc.</p> <p><b>Measures</b></p> <ul style="list-style-type: none"> <li>• KPIs, budgets, costs and performance assessments for production &amp; distribution</li> </ul>

	<ul style="list-style-type: none"> <li>Internal employee survey score</li> <li>Health &amp; Safety audit scores and accident statistics</li> <li>Internal Hygiene Scores.</li> <li>Customer Complaints</li> </ul>
<p><b>Key Stakeholders</b> What are the challenges of the relationships,  communication strategies required, etc</p>	<ul style="list-style-type: none"> <li><b>Operations Manager/ Production Manager/ Operations Support Manager/Engineering Manager/Mill Operators–</b> Routine resolutions progress updates, awareness of issues and communicate on performance progress (reliability, cost, energy efficiency).</li> <li><b>Regional E,H&amp;S</b> – Update on action Status From audits. communication of identified issues.</li> <li><b>Regional Quality</b> - Update on action Status From audits communication of identified issues.</li> <li><b>Regional HR</b> – Comms on training, people performance</li> </ul>
<p><b>Scope</b> Depth, breadth of knowledge application, ability to innovate, complexity of tasks, budgetary responsibility.</p>	<ul style="list-style-type: none"> <li>Leadership and Ownership of the Mill Maintenance Process</li> <li>Legislative responsibility (E,H&amp;S)</li> <li>Accountability and ownership of site production budget</li> <li>Full Leadership of all direct and indirect reports</li> <li>Personal Accountability to Continued Professional Development</li> </ul>

Person Profile		Essential or Desirable
<p><b>Knowledge</b> Consider experience, any formal qualifications genuinely necessary or any key areas of knowledge.</p>	<ul style="list-style-type: none"> <li>Multi-skilled engineer; HNC (or equivalent) Mechanical/Electrical Engineering</li> <li>Suitable &amp; relevant Engineering experience</li> <li>Experience of planned maintenance systems, preferably within the Food industry.</li> <li>Good H&amp;S knowledge in legislation and application (IOSH qualification, desirable)</li> <li>A logical and structured thinker, with a strong ability to solve problems.</li> <li>Exposure to high volume manufacturing; CI or lean methodologies</li> <li>Strong Communication skills; Ability to engage and motivate teams and individuals</li> <li>Resilient personal development focus to continuously improve</li> </ul>	<p>E</p> <p>E</p> <p>E</p> <p>E</p> <p>E</p> <p>D</p> <p>E</p> <p>E</p>
<p><b>Key Behaviours</b></p>	<p>In line with our 'Winning Ways':</p> <p><b>Be Brave – push the boundaries</b></p> <ul style="list-style-type: none"> <li>Respond positively to changing business priorities</li> </ul> <p><b>Be Inquisitive – ask more</b></p> <ul style="list-style-type: none"> <li>Problem solve</li> <li>Recognise when to persist and when to change course</li> <li>Be innovative, make suggestions on processes and systems</li> </ul>	

**Be Inclusive – Talk more**

- Welcome the ideas and suggestions of those in your team and from other roles i.e. Mill Operatives
- Keep your head whilst others lose theirs.

**Be responsible – Own it**

- Prioritise feed safety 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