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| ROLE PROFILE | | | |
| Job title | Site Engineering Manager | Date | April 2024 |
| Business | FTG | | |
| Department | Engineering | | |
| Location | Manton Wood | | |
| ROLE SUMMARY | | | |
| A member of the Site Management team supporting the development of manufacturing, people and technical strategies for the site  To lead the site’s engineering activities and teams and deliver a safe and compliant, effective engineering operation across manufacturing and site services.    Project lead on capital spend for equipment and infrastructure | | | |
| REPORTING STRUCTURE | | | |
| Reports to | Site Director | | |
| Deputy | Maintenance Manager | | |
| Direct & indirect reports | Maintenance Manager, Site Services Management, Project Manager, Shift Engineers and Asset care team (total 50) | | |
| Key internal stakeholders | All operations departments: manufacturing; supply chain; health and safety; hygiene  All indirect departments: technical and process development; people teams; finance; NPD and commercial | | |
| Key external stakeholders | FTG Customers, FTG Category, Samworth Brothers Group and the local community | | |
| KEY ACCOUNTABILITIES AND RESPONSIBILITIES | | | |
| 1. To lead the continuous development of the Health, Safety and Environmental culture within the Engineering population and across site. Proactively drive HSE control across the department ensuring resource for monitoring, audit and investigations. 2. Drive good manufacturing standards and technical compliance within the Engineering department delivering against internal, customer and industry standards. 3. Provide resource to support the HACCP team with mechanical, utilities and process knowledge 4. Provide sufficient resource and skills to maintain the site manufacturing environment 24/7 5. Ensure communications are maintained within and across the shift teams ensuring well informed teams. Manage day to day information flow so that immediate issues are resolved as rapidly as possible and best practises shared amongst the wider engineering population 6. Plan and manage maintenance and site services expenditure in a cost effective manner. Formulate budget and rolling quarterly forecasts. 7. Set PPM and breakdown standards, initiate and review procedures and measure performance to drive continuous improvement. 8. Develop the skill level in the Engineer team to reduce reliability on OEMs and increase capability to embrace future automation on site. 9. Deliver full E2E solutions for capital projects to cover equipment sourcing, project planning, resource provision, procurement , project management and implementation and training for all required colleagues 10. Inspire and lead the Engineering team creating opportunities for them to develop to their full potential. To include succession planning, training and development plans to ensure an appropriate balance of internal and external skills to deliver team performance at optimum cost. 11. Build a proactive relationship with external service providers and compliance partners e.g insurance, water authorities 12. Actively support the group Engineering Excellence programme in delivering group standards and sharing best practise 13. Successfully initiate and manage P.I.P. projects to drive down long term costs and drive up profitability. Innovative in approach. 14. To contribute and support other Senior Management team member initiatives and to deputise for the Site Director role | | | |
| QUALIFICATIONS, EXPERIENCE, TECHNICAL SKILLS / KNOWLEDGE | | | |
| Previous experience of leading engineering teams in a chilled environment  Health and safety, Environmental, CDM, PC and budget trained or experienced.  Extensive knowledge and understanding of engineering practices and site services.  Thorough knowledge of engineering legislation and its application  The ability to plan and lead the management of initiatives in large business (preferably within a divisional/group)  Experience of leading large, diverse teams in a fast-moving manufacturing environment  A passion to motivate, coach and develop a team  The ability to influence cross functional teams  Proven ability to drive sustainable improvements  Excellent literacy and numerical skills, the ability to understand, communicate and report clearly in English  A creative thinker and natural problem solver | | | |
| CORE COMPETENCIES, ATTRIBUTES & BEHAVIOURS FOR SUCCESS | | | |
| **Competency** | **Descriptors** | | |
| Values People | *Demonstrates the belief that people are our most important asset and central to the success of the organisation. Everybody should be treated with dignity and respect at all times.* | | |
| Customer Focus | *Demonstrates the understanding that the satisfaction of our internal and external customers is the foundation of our success* | | |
| Collaborative Team Working | *The willingness to act as part of a team and work towards achieving shared objectives through adopting best practice in line with PQP and Federalism.* | | |
| Flexibility & Adaptability | *The ability to change and adapt own behaviour or work procedures when there is a change in the work environment, for example as a result of changing customer needs.* | | |
| Initiative & taking ownership | *Steps up to take on personal responsibility and accountability for tasks and actions in line with PQP and Federalism.* | | |
| People Management | *The ability to understand people and their motivations, build good relationships with them and help them unlock their potential.* | | |
| Empowering others | *Creates an environment where people feel required and enabled to take ownership and responsibility* | | |
| Coaching for Performance | *The ability to help others achieve more through two way feedback, clear direction and enabling* | | |
| Analysis and Planning | *The ability to take a range of information, think things through logically and prioritise work to meet commitments aligned with organisational goals* | | |