

JOB DESCRIPTION

Job Title	Engineering Manager
Location	Hydro House, Aberdeen
Functional/Discipline Area	Engineering
Line Manager	Managing Director
Direct Reports	Mechanical Design Engineers Electrical Design Engineers Process Engineers Draughters

Objectives / Scope

The successful candidate will lead, manage, and deliver the business strategy for Engineering:

- Development and delivery of Engineering Strategy.
- Direct leadership and management of the Engineering team.
- Financial management of Engineering-led improvement budgets (CAPEX and OPEX).

Main Responsibilities

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- Provide a successful leadership and management of the Engineering function:
 - Oversee the Operations of the team.
 - Monitor performance, facilitate growth and ensure efficient practices.
 - Maintain the Group management behaviours practices and equal opportunity policy.
- Highlight and encourage training and personal development of the Engineering team:
 - Determine the need for training and talent development.
 - Hire and build a strong team.
 - Conduct performance reviews and provide feedback.
- Development and continual management of the Engineering process to ensure business client requirements are met and understood:
 - Provide engineering and technical advice to all internal departments.
 - Contact and liaise with external companies for information on materials technical data.
 - Review, monitor and improve the technical standards required of the Engineering department for procedures and practices adhering to quality standards, safety procedures, documentation protocols and performance metrics.
 - Perform checks on work for technical accuracy.
 - Identify and conduct risk assessments to potential challenges and develop mitigation strategies.
 - Establish project goals and timelines.
 - Manage budgets to help save on cost and track progress.
- Interface with the wider business to provide engineering solutions and advice:
 - Produce clear and concise drawings and manufacturing information for technical purposes and proposal drawings.
 - Produce documentation to support design verification, validation, and safety requirements.
 - Liaise with customers to advise and provide design solutions for their applications.
 - Ensure products have the support of upper management.
 - Co-ordinate with department heads to provide training for their staff as required.
 - Assist with training and job or product awareness for other staff within the Group.
 - Participate in operations reviews, planning and strategy sessions with leadership and corporate teams.
- Identification, management, and execution of improvement projects within Engineering function:
 - Identify opportunities (megatrends, market segments and applications) that can be leveraged and pursued to strengthen the company brand, performance, and gain a competitive advantage.
- Process improvement and introduction of new technologies:
 - Support production and testing departments to lead in finding viable solutions to solve tooling and processing problems.
 - Evaluate and develop solutions to improve product integrity and efficiencies.
 - Identify process improvement opportunities.
- Health, safety and environmental:
 - Report all accidents, incidents, near misses or unsafe situations to immediate manager or member of the senior management team.
 - Work to the required procedures and processes to meet the company target of LTI's. This includes all on-site visitors, clients, and staff.
 - Comply with any environmental responsibilities as identified by the Group.

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Skills base

- Degree qualified in an appropriate Engineering discipline coupled with significant experience leading high-performing teams.
- Post-graduate degree desirable.
- Advanced knowledge of Inventor and AutoCAD software.
- Good understanding of Engineering principles and data analysis.
- Project management skills to organise tasks, manage timelines and control budgets.
- Balance of technical, commercial and leadership experience to deliver technically complex projects on-time, on-budget and in exceedance of our clients' expectations.
- Desire to make a difference and take responsibility and ownership of engineering activities and to drive continual improvement.
- Growth mindset to learn new skills and apply skills to new and different applications.
- Excellent interpersonal, verbal, and written communication skills.
- Willingness to travel.