









Job Title	Graduate Intern – Energy Efficiency Project
Business Unit	Group Distilling & Technical
Function/Region	Maintenance
Location	Primarily home based, with site visits throughout the UK and Ireland
Leader	
People Leadership	
Job Level	5
Role Purpose Develop a loss and waste analysis process based on Lean methodology to identify and quantify opportunities for cost saving and efficiency improvement across our operations. A great opportunity to gain work experience, understand the distilling industry and deliver impactful work that will ultimately support business improvement.	
Accountabilities <ul style="list-style-type: none"> • Develop a loss and waste analysis process based on Lean methodology to identify and quantify opportunities for cost saving and efficiency improvement across our operations • Use this tool to facilitate loss and waste sessions across all of our operational distilling sites globally and deliver a pipeline of improvement projects for evaluation • Develop a global maturity model for energy, water and productivity. Study best practice across the industry and to create performance bands of “Baseline”, “Stable”, and “Leading”. Rank all of our sites within this maturity model and share the outputs with the teams 	
Values <div> <div>  <p>BE PROUD We are proud of our brands, our heritage, and our commitment to superior quality in our products</p> </div> <div>  <p>BE RESPONSIBLE We expect every individual and their teams to be accountable and to perform to their full potential</p> </div> <div>  <p>BE SUSTAINABLE We wish to make a positive contribution to our communities and to our environment</p> </div> <div>  <p>BE PROFESSIONAL We value integrity, transparency, professionalism and constructive debate within a team working culture</p> </div> <div>  <p>BE ENTREPRENEURIAL We foster a forward thinking and innovative culture that recognises the need for innovative thinking and continuous improvement</p> </div> <div>  <p>THINK LONG TERM We are proud of our brands, our heritage, and our commitment to superior quality in our products</p> </div> </div>	



Core Competencies:

Working with People

- Demonstrates an interest in and understanding of others
- Adapts to the team and builds team spirit
- Recognises and rewards the contribution of others
- Listens, consults others and communicates proactively Supports and cares for others
- Develops and openly communicates self-insight, such as an awareness of own strengths and weaknesses

Delivering Results & Meeting Customer Expectations

- Focuses on customer needs and satisfaction
- Sets high standards for quality and quantity
- Monitors and maintains quality and productivity
- Works in a systematic, methodical and orderly way
- Consistently achieves project goals.

Following Instructions and Procedures

- Appropriately follows instructions from others without unnecessarily challenging authority
- Follows procedures and policies
- Keeps to schedules; arrives punctually for work and meetings
- Demonstrates commitment to the organisation
- Complies with legal obligations and safety requirements of the role

Planning and Organising

- Sets clearly defined objectives
- Plans activities and projects well in advance and takes account of possible changing circumstances
- Identifies and organises resources needed to accomplish tasks
- Manages time effectively
- Monitors performance against deadlines and milestones

Analysing

- Analyses numerical data, verbal data and all other sources of information
- Breaks information into component parts, patterns and relationships
- Probes for further information or greater understanding of a problem
- Makes rational judgements from the available information and analysis
- Produces workable solutions to a range of problems
- Demonstrates an understanding of how one issue may be a part of a much larger system

Health, Safety & Environment; Acts in a safe manner

- Follows safe working procedures and seeks advice if unsure about a task
- Only uses authorised and fit for use equipment
- Reports accidents, unsafe acts and unsafe conditions to their leader
- Co-operates with Leaders and other Team Members in promoting and improving health and safety within the team
- Makes full use of any equipment provided for their health and safety
- Considers the impact of actions on the environment

Skills and Qualifications:

Essential:

- A graduate from a technical background (Chemical engineering / Chemical & Process engineering/ Mechanical Engineering / Industrial Engineering / Electrical Engineering)
- Someone with good interpersonal skills who can facilitate and lead interactive workshops remotely and in person
- Self-starter who can work on their own initiative

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