**PRoject Engineer – Distilleries**

We have a great new opportunity for an experienced Project Engineer (Process bias) to join our Distilleries Engineering team. You'll develop and deliver CAPEX & special revenue projects that increase the site capabilities and improve process efficiency.

**Main Responsibility**

* You'll manage individual engineering projects across the distilling sites, that are not covered in the normal scope of the maintenance/operations.
* Implement defined engineering activities to address plant issues, replacement kit, capacity/productivity increases, health & safety, and environmental improvement initiatives.
* Implement initiatives that create an optimal and sustainable future plant/infrastructure setup.
* Identify and quantify development plans for input into our site Master Plans along with relevant budgets and appropriate justification.
* Provide detailed data to support project prioritisation exercises and manage projects that are to be progressed:
* Detailing project concept and approach, ensuring comprehensive and technically realistic requirements.
* Conducting financial analysis, and provide suitable justifications, leading to full capex submissions with clear investment cases.
* Identifying potential suppliers, develop optimal sourcing approach, tender for best overall costs, and fine-tune chosen option to deliver maximum value-add with appropriate contractual protections.
* Delivering projects to full satisfaction of operational teams, in line with approved project scope and quality, and ensuring optimal cost and timelines.

**Our Ideal Candidate**

* Degree level qualified or with equivalent project management experience
* Particular expertise in Process Engineering (Chemical or Mechanical)
* Ability to travel to distillery sites in Girvan and Dufftown, when required
* Experience in using project management methodologies
* Knowledge of current health & safety/environmental compliance
* Experience in use of Continuous Improvement techniques and analysis
* Excellent communication & presentation skills.

**What we can offer you**

* We offer a competitive salary and benefits which are designed to promote our employees financial wellbeing. Employees are also eligible to participate in a bonus plan.
* Our employees enjoy a generous holiday entitlement and an opportunity to ‘buy’ or ‘sell’ some holiday entitlement.
* Private Healthcare and Doctor@Hand (remote GP service).
* Our employees can join a defined contribution pension plan. Employees contribute either 4% or 5% of salary, the company contributes 8% or 10% depending on the employee contribution. Employee contributions can be made through salary sacrifice.
* Our Employee Assistance Programme offers practical, impartial support on everyday matters ranging from medical, financial and legal to home and family issues.
* Our Life Assurance cover is a multiple of eight times your annual basic salary.
* Product allocation so that you can enjoy our fantastic portfolio of brands.
* Our Cycle to Work scheme allows you to hire a bike for an agreed length of time, and then snap it up for a fraction of its original value. All while making savings (at least 25%) and spreading the cost.
* Every employee has the opportunity to claim up to £1,000 per year for a charity or charities for which they have raised money, volunteered their time or personally donated.
* Learning resources to help you be your best self.

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| **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
 | **Entrepreneurial and Commercial Thinking*** Keeps up to date with competitor information and market trends
* Identifies business opportunities for the organisation
* Demonstrates financial awareness
* Controls costs and thinks in terms of profit, loss and added value

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| **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
 | **Adapting and Responding to Change*** Adapts to changing circumstances
* Accepts new ideas and change initiatives
* Adapts interpersonal style to suit different people or situations
* Shows respect and sensitivity towards cultural and religious differences
* Deals with ambiguity, making positive use of the opportunities it presents

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| **Delivering Results and 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
 | **Persuading and Influencing*** Makes a strong personal impression on others
* Gains clear agreement and commitment from others by persuading, convincing and negotiating
* Promotes ideas on behalf of self or others
* Makes effective use of political processes to influence and persuade others
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