



Job Title	Senior Automation Engineer								
Job Level	3B								
Location	SBP								
Business Unit	Operations								
Function	OBU								
Leader	Distilleries Engineering Project Director								
People Leadership	Indirect								
Role Purpose <p>The Senior Automation Engineer will develop & deliver the D&T Automation Strategy, deliver Capital and Special Revenue (SR) projects as part of the Engineering Projects department, and act as the System Owner for the Distilleries Automation network.</p>									
Responsibilities <ul style="list-style-type: none"> • Lead the development of the 5 year Distilleries Automation strategy and define, develop and implement the Distilleries Automation improvement plan in line with the Company and Business Unit strategic objectives. • Lead, develop and implement best practice standards for all aspects of Distilleries Automation, holding accountability for management of the automation network. • Accountable for the compliance of Distilleries Automation with Health, Safety and Environmental legislation. • Improve and Maintain the Distilleries Automation systems - hardware/ software/ version • Establish and implement effective communication with GTS, to deliver a complete network solution. • Lead and/or support the delivery of assigned Capital and SR projects. • Monitor the quality compliance of the Distilleries Automation systems and ensure the close-out of any non-conformances raised. Assess and control modifications to the distilleries- including training and documentation • Lead automation procurement and commercial activities, ensuring a network of approved suppliers and system integrators. • Leads, motivates and develops their team in line with the Company Values to maximise employee engagement. • Demonstrate behaviours in line with our diversity and inclusion aim, which is to create and promote a diverse and inclusive culture at WG&S where ideas, differences and views are respected and where all employees are encouraged to create their own personal legacy 									
Key Performance Metrics: <table border="1"> <thead> <tr> <th>KPI</th><th>Description</th></tr> </thead> <tbody> <tr> <td>1. Safety</td><td>No non-conformance to be raised for any project, issues to be engineered out in advance.</td></tr> <tr> <td>2. Compliance</td><td>Accountable for adherence to standards, compliance and effectiveness of the distilleries automation network. No overdue non-conformances relating to the Distilleries Automation network.</td></tr> <tr> <td>3. Cost</td><td>Projects to be managed within agreed scope and budgets. No Additional Spend Requests (ASR) to be raised. Projects spend forecasts to be delivered in line with LE1 and LE2 as appropriate, unplanned carryover to be minimised.</td></tr> </tbody> </table>		KPI	Description	1. Safety	No non-conformance to be raised for any project, issues to be engineered out in advance.	2. Compliance	Accountable for adherence to standards, compliance and effectiveness of the distilleries automation network. No overdue non-conformances relating to the Distilleries Automation network.	3. Cost	Projects to be managed within agreed scope and budgets. No Additional Spend Requests (ASR) to be raised. Projects spend forecasts to be delivered in line with LE1 and LE2 as appropriate, unplanned carryover to be minimised.
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4.	Programme	Projects to be managed to the agreed schedule and milestone plan, with no projects behind the milestone plan.
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Values



BE PROUD

We are proud of our brands, our heritage, and our commitment to superior quality in our products



BE RESPONSIBLE

We expect every individual and their teams to be accountable and to perform to their full potential



BE SUSTAINABLE

We wish to make a positive contribution to our communities and to our environment



BE PROFESSIONAL

We value integrity, transparency, professionalism and constructive debate within a team working culture



BE ENTREPRENEURIAL

We foster a forward thinking and innovative culture that recognises the need for innovative thinking and continuous improvement



THINK LONG TERM

We are proud of our brands, our heritage, and our commitment to superior quality in our products

Core Competencies:

Deciding & Initiating Action

- Makes prompt, clear decisions which may involve tough choices or considered risks
- Takes responsibility for actions, projects and people
- Takes initiative and acts with confidence
- Initiates and generates activity

Relating and Networking

- Establishes good relationships with customers and staff
- Builds wide and effective networks of contacts inside and outside the organisation
- Relates well to people at all levels
- Manages conflict
- Uses humour appropriately to enhance relationships with others

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

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.

Applying Expertise & Technology

- Applies specialist and detailed technical expertise
- Develops job knowledge and expertise through continual professional development
- Shares expertise and knowledge with others
- Uses technology to achieve work objectives
- Demonstrates appropriate physical co-ordination and endurance, manual skill, spatial awareness and dexterity
- Demonstrates an understanding of different organisational departments and functions

Coping with Pressures & Setbacks

- Works productively in a pressurised environment
- Keeps emotions under control during difficult situations
- Balances the demands of a work life and a personal life.
- Maintains a positive outlook at work.
- Handles criticism well and learns from it.

Skills and Qualifications:

Essential:



- Educated to degree level within an engineering context.
- Significant engineering experience in a relevant operational and/or project environment.
- Evidence of driving and implementing successful improvements within a production environment.
- Resilient leader with a passion and commitment to deliver continuous improvement.
- Proven team leader who can set objectives, performance manage a team and develop individuals to achieve their potential.

Desirable:

- Chartered Engineer.
- Knowledge of Grain and/or Malt Distilling Processes.
- Proven track record in successfully delivering major capital expenditure projects.
- A pragmatic problem solver with the ability to prioritise and achieve targets under pressure whilst managing conflicting priorities.

Created by:	Graham Shoel
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