



Job Title	HEAD OF ENGINEERING PROJECTS
Job Level	3a
Location	SBP
Business Unit	Group Packaging & Supply Chain
Function	Packaging & Supply Chain Projects
Leader	Global Technical Director
People Leadership	3 Direct Reports, 16 Indirect Reports
Role Purpose To implement the PSC Engineering Projects strategy for the business including the responsibility for Capital and SR budget/spend across the WG&S Packaging sites and sub contract packers globally. To deliver performance and results in line with the overall PSC strategy ensuring operations are compliant and relevant in legislation.	
Responsibilities <ul style="list-style-type: none"> • Define, develop and implement the rolling 5 year capital and SR plan in line with the Company and PSC strategic objective and optimise the efficiency of all WG&S Packaging sites including sub contract packers, in order to maintain and develop operational assets in support of the WG&S PSC Strategy • Develop strong relationships with internal and external stakeholders/sub-contractors to ensure consistency of knowledge and understanding of Capital Investment Strategy, and to ensure strategic alignment of change processes to business needs and customer expectations. • Develop comprehensive Engineering expertise in Project Technical team, utilising this to identify and assess risks, issues and opportunities and provide Technical input and analysis to support commercial business decision making. • Advise and support the Global Technical Director in the ongoing development and continuous improvement of best practice technical activities so that effectiveness and efficiency are maximised. • Oversee the budget/spend across portfolio of Engineering projects to ensure delivery is on time and within budget. Mitigating risk to minimise impact on project timelines, budget and scope. • Ensure that all Global Packaging projects are fully compliant with all legislative (health and safety and engineering) and industry standards and requirements. • Manage the capital and SR budget spend of circa £x mil per annum as per the 5 year plan. Provide monthly progress status to Global Technical Director against plan, identifying risks and implementing any remedial action plans whilst recognising/highlighting any future opportunities. • Lead, motivate and develop the Global Technical Engineering team in line with the Company Values to maximise employee engagement. Promote, develop and embed a "one team" approach to Technical Engineering in support of the delivery of a Global function. • 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. • Leads, motivates and develops their team in line with the Company Values to maximise employee engagement. 	
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:

Leading and Supervising

- Provides others with a clear direction
- Sets appropriate standards of behaviour
- Delegates work appropriately and fairly
- Motivates and empowers others
- Provides staff with development opportunities and coaching
- Recruits staff of a high calibre

Creating and Innovating

- Produces new ideas, approaches or insights
- Creates innovative products or designs
- Produces a range of solutions to problems
- Seeks opportunities for organisational improvement
- Devises effective change initiatives

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

Formulating Strategies and Concepts

- Works strategically to realise organisational goals
- Sets and develops strategies
- Identifies and develops positive and compelling visions of the organisation's future potential
- Takes account of a wide range of issues across, and related to, the organisation

Applying Expertise and 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

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

Skills and Qualifications:

Essential:

- Degree level, or equivalent, qualification in an engineering discipline.
- Proven track record of successful design and delivery of multi-disciplined manufacturing/engineering based projects.
- Evidence of negotiating significant levels of Capital expenditure knowledge within Manufacturing/Engineering environment.
- Project Management accreditation (equivalent to level APM level C)
- Knowledge of current and applicable Health and Safety legislation.



- Experience in the development and management of overhead budgets.
- Proven leader who can set objectives, performance manage a team and develop individuals to achieve their potential

Desirable:

- Experience and success in the use and implementation of lean manufacturing techniques.
- Demonstrable working knowledge of the key utilities including High Voltage Electricity distribution (11KV to 415v), Natural Gas, Water treatment and Steam generation equipment.
- Knowledge of malt and grain whisky distillation and related processes.

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