



<b>Job Title</b>	<b>HEAD OF ENGINEERING PROJECTS</b>
<b>Job Level</b>	3a
<b>Location</b>	SBP
<b>Business Unit</b>	Group Packaging & Supply Chain
<b>Function</b>	Packaging & Supply Chain Projects
<b>Leader</b>	Global Technical Director
<b>People Leadership</b>	3 Direct Reports, 16 Indirect Reports
<b>Role Purpose</b>	
<p>To implement the PSC Engineering Projects strategy for the business including the responsibility for Capital and SR budget/spend across the WG&amp;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.</p>	
<b>Responsibilities</b>	
<ul style="list-style-type: none"> <li>• 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&amp;S Packaging sites including sub contract packers, in order to maintain and develop operational assets in support of the WG&amp;S PSC Strategy</li> <li>• 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.</li> <li>• 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.</li> <li>• 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.</li> <li>• 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.</li> <li>• Ensure that all Global Packaging projects are fully compliant with all legislative (health and safety and engineering) and industry standards and requirements.</li> <li>• 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.</li> <li>• 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.</li> <li>• Demonstrate behaviours in line with our diversity and inclusion aim, which is to create and promote a diverse and inclusive culture at WG&amp;S where ideas, differences and views are respected and where all employees are encouraged to create their own personal legacy.</li> <li>• Leads, motivates and develops their team in line with the Company Values to maximise employee engagement.</li> </ul>	
<b>Values</b>	



**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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