



Job Title	Senior Project Engineer
Business Unit	Distilling & Technical
Function/Region	Project Engineering
Location	All UK and overseas distilleries
Leader	Head of Engineering
People Leadership	Project Engineers/graduates
Job Level	3B
Role Purpose To develop and/or deliver Capital & Special Revenue projects to increase site capabilities and improve process efficiencies within the Tullamore/Girvan/Dufftown sites	
Accountabilities <ul style="list-style-type: none"> Assist the Projects Director/Head of Engineering / Strategic Projects Leader in developing the five year capital plan by identifying appropriate process or equipment improvement opportunities and drive delivery of sanctioned activity. Develop innovative methods of adding significant value to the business through a close working relationship with Operational Leadership on site(s). Lead multi-discipline engineering design development and/or delivery covering process, chemical, mechanical, electrical, instrumentation, control and automation disciplines. Lead design development and/or delivery teams to ensure that WGSD is at leading edge of technology advances and ensure all projects are fully compliant with appropriate legislative requirements and utilise BAT. Lead the delivery of assigned Capital & Special Revenue projects within the agreed scope / budget / time-frame / HSE measures, to meet the sanctioned business case and ensuring a strong interface with key Operational stakeholders throughout the project development / delivery cycle. Lead project procurement and commercial activities including equipment and service scoping, tender process, contract negotiations, contract award and variations to ensure WGSD obtain the best value, most effective solution. Ensure all project activities are conducted within applicable legislation and in accordance with agreed company policies, processes and procedures. Lead continual development process for Project Engineers/Project Support Engineers/Graduates to ensure continual improvement of core competencies within the team and incrementally progress engineering and projects capability. Deputise for the Head of Engineering / Strategic Projects Leader, where appropriate, on meetings with key stakeholders, contractors or customers to ensure department representation. 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. 	



Key Performance Metrics: *include the top 3 KPIs for the role (without reference to any commercial or confidential information or particular targets)*

KPI		Description
1.	Safe Delivery of Projects	Ensuring the delivery of all capital projects are delivered safely and compliantly.
2.	Year End Capital Spend	Lead the delivery of the portfolio of department projects and ensure that financial targets are met by fiscal year-end.
3.	Programme	Lead critical projects to ensure timely completion which meet site production requirements.

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 and Initiating Action

- Makes prompt, clear decisions which may involve tough choices or considered risks
- Takes responsibility for actions, projects and people
- Takes initiative, acts with confidence and works under own direction
- Initiates and generates project or process improvement activity
- Active ownership of issues to ensure they are appropriately addressed and resolved

Relating and Networking

- Establishes good relationships with cross site Operations and Project teams
- Builds and actively utilises wide and effective networks of contacts inside and outside the organisation
- Relates well to people at all levels and demonstrates appropriate leadership behaviours at all times
- Manages conflict and difficult situations – internally and externally to the organisation
- Uses humour appropriately to enhance relationships with others

Analysing

- Analyses numerical data, verbal data, technical data and all other sources of information appropriate to the role
- Demonstrates an understanding of how one issue may be a part of a much larger system
- Breaks details 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 and obtains approval and/or owns implementation

Applying Expertise and Technology

- Applies specialist and detailed technical expertise in a cross discipline matrix delivery team
- Develops job knowledge and expertise through continual professional development
- Shares expertise and knowledge with others
- Uses appropriate 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

Planning and Organising

- Sets clearly defined objectives for self / project team(s) and delivery partners
- Plans activities and projects well in advance and takes account of possible changing circumstances
- Manages time effectively and reinforces good practice across the project team(s)
- Identifies and organises resources needed to accomplish tasks
- Monitors performance against deadlines and milestones and takes corrective actions as appropriate

Delivering Results and Meeting Customer Expectations

- Focuses on customer needs and satisfaction
- Sets and meets high standards for quality and quantity
- Monitors and maintains quality and productivity
- Works in a systematic, methodical and orderly way
- Consistently achieves project goals
- Demonstrates continual improvement across a range of competencies.



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Skills and Qualifications:

Essential:

- Degree level qualified or significant appropriate trade(s) discipline experience
- Project Management Qualification (APMQ preferred equivalent to IPMA Level C)
- Demonstrable track record in an engineering design / project delivery discipline
- High level knowledge and practise in engineering design standards
- Significant experience in using structured Project Management Methodologies
- Knowledge of current health and safety/environmental requirements

Desirable:

- Chartered Engineer or Registered Project Professional
- Significant experience of Leading Teams (internal and/or external)

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