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| **Job Title** | **Head of Engineering** |
| **Business Unit** | Distilling & Technical  |
| **Function/Region** | Operations  |
| **Location** | Girvan |
| **Leader** | Distilleries Engineering Project Director |
| **People Leadership** | Direct |
| **Job Level** | 3A |
| **Role Purpose** To implement the engineering strategy for the business including the responsibility for Capital and Special Revenue budget/spend across the WG&S Scottish distillery sites. To deliver performance and results in line with the overall business and site strategy ensuring operations are compliant and relevant in legislation. |
| **Accountabilities*** Ensure that all Distilling & Technical (D&T) project change activities are fully compliant with all legislative requirements (health, safety, compliance and engineering) and industry standards.
* Execute the Distilling and Technical Engineering Strategies including the development and implementation of the rolling 5 year Capital Investment Strategy across WG&S Operations.
* Optimise the efficiency of Girvan WG&S site in order to maintain and develop operational assets in support of the WG&S Operations Strategy.
* Develop strong relationships with internal and external stakeholders/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 WG&S, utilising this to identify and assess risks, issues and opportunities and provide Technical/ Engineering input and analysis to support commercial business decision making.
* Advise and support the Distilleries Engineering Project 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.
* Leads, motivates and develops their team in line with the Company Values to maximise employee engagement and demonstrates behaviours in line with our diversity and inclusion aim.
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| **Values**C:\Users\proval\Downloads\267177_7.png |
| **Core Competencies:**

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| **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
 | **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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| **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
 | **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.
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| **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
 | **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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| **Skills and Qualifications:**Essential:* Chartered Engineer or Registered Project Professional
* Degree level qualified or significant appropriate trade(s) discipline experience
* Proven track record of successful design and delivery of multi-disciplined manufacturing/engineering based projects of at least 10 years.
* Evidence of negotiating significant levels of capital expenditure investment within Manufacturing/Engineering environment.
* 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:* Knowledge of Grain and/or Malt Distilling Processes.
* Experience and success in the use and implementation of lean manufacturing techniques.
* Knowledge of malt and grain whisky distillation and related processes.
* Innovative and driven individual who is able to influence others at Director Level.
* Strategic orientation with the ability to think through broad, complex business issues
* Resilient leader that can operate across different sites and different cultures
* Ability to achieve targets under pressure whilst managing conflicting priorities.
* Ability to successfully demonstrate the use of problem solving techniques and an excellent attention to detail.
* Have a strategic outlook and an ability to plan for the future using current trends and business environment issues.
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| Created by: | G Shoel |
| Date: | August 2019 |
| HRBP: | C Leahy |
| Date of last revision: |  |