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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:**   |  |  | | --- | --- | | **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 | | **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. | | **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 | | |
| **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. | |
| Created by: | G Shoel |
| Date: | August 2019 |
| HRBP: | C Leahy |
| Date of last revision: |  |