



Job Title	Engineering Area Leader
Job Level	3b
Location	SBP
Business Unit	Group Packaging & Supply Chain
Function	Packaging & Supply Chain Projects
Leader	Head of Engineering projects
People Leadership	Project Engineers/Project Support Engineers/CAD Technician
Role Purpose To develop and/or deliver Capital & SR projects to increase site capabilities and improve process efficiencies within the global packaging sites (SBP/Tullamore/Edison/Dufftown/Mexico) and the sub contracts packers.	
Responsibilities <ul style="list-style-type: none"> • Assist the Global Technical Director/Head of Engineering Projects 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 across the global packaging platform. • Lead multi-discipline engineering design development and/or delivery covering process, packaging, mechanical, electrical, instrumentation, control and automation disciplines. • Lead design, development and/or delivery teams to ensure that WGS 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 & SR 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 WGS 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 the development process for Project Engineers and Project Support Engineers to ensure continual improvement of core competencies within the team and incrementally progress engineering and projects capability. • Lead, motivate and develop the engineering technical team in line with Company Values to maximise employee engagement. • 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. 	

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

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

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

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

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

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.



problems and obtains approval and/or owns implementation	
Skills and Qualifications:	
Essential:	
<ul style="list-style-type: none">• Degree level qualified or significant appropriate trade(s) discipline experience• Demonstrable track record in an engineering design / project delivery discipline of at least 8 years• High level knowledge and practise in engineering design standards• Experience in using structured Project Management Methodologies• Knowledge of current health and safety/environmental requirements• Experience in use of Continuous Improvement Techniques and analysis.• Excellent Communication & Presentation Skills.	
Desirable:	
<ul style="list-style-type: none">• Minimum Chartered Engineer – ideally to a higher professional standard• Recognised Project Management Qualification• Significant experience of Leading Teams (internal and/or external)	
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