



Engineering Manager Job Description



the finer details

Which site am I based at?

Newton Abbot

Which team am I a part of?

Engineering

Who do I report to?

Site Leader

Who do I look after?

Engineering Team-24/7

Team size?

Direct - 4

Indirect – 18

Do you have responsibility for a budget?

Yes

the purpose of your role

**Nurture & Nourish People & Planet by
making great food the right way forever.**

It's great to know that you are making a difference to the future of Yeo Valley, knowing that the part you play, is helping us all to improve our capability and create a centre for excellence at the Newton Abbot site making Desserts, Ice Creams and custard. The site is in an expansive phase, developing new products and growing it's output.

As a key member of the Site Leadership Team as Engineering Manager, you will be influential in shaping the engineering business strategic direction and the ongoing development and execution of our site strategy, enhancing and optimising performance through the development of high performing teams whilst supporting and nurturing our cultural journey.

You'll be inspiring and leading teams in an established, distinctive and ambitious food manufacturing company that is committed to making great British food the right way. Forever.

We encourage you to bring your whole self to work; we value diversity and believe that everyone can make a positive impact in an environment where we feel we belong and where we feel we have a future.

Key responsibilities will include:

- ♥ Ensuring our Co-Owners Health & Safety is put first.
- ♥ Creating a culture and environment that supports and draws upon the skills and capabilities of the site teams and enables the highest level of performance.
- ♥ Influencing and delivering the wider business best practices and strategies as part of the Group Engineering Leadership Team.
- ♥ Contributing to the shaping of the site vision as part of the site leadership team providing an integrated strategic plan which incorporates all dimensions of people, plant and process development
- ♥ Providing visionary leadership for the Engineering Team whilst developing a High Performing Team through Apprenticeships and Personal Development Plans that build skills, capabilities and contribution within a culture of engagement and empowerment.
- ♥ Identifying and leading capital investment projects and budgets for the site that deliver sustainable manufacturing capability and performance.
- ♥ Negotiating and optimising service contracts aligned with value adding operational budgetary control and improvements.

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qualifications & experience

Essential:

- ♥ Proven, demonstrable experience within FMCG (or similar) and a track record of delivering sustainable improvements.
- ♥ Excellent Leadership Qualities.
- ♥ Proven ability to set, manage/control revenue and capital budgets.
- ♥ Knowledge of Lean Manufacturing and CI Techniques.
- ♥ Proven track record of specifying and running medium to large scale projects from conception to completion.
- ♥ Demonstrable knowledge of Health & Safety and Environmental compliance and standards.
- ♥ Knowledge of RCM techniques and principles

Qualifications

- ♥ Engineering Qualification (HND/Degree).

what good looks like for this role

Leadership Principles:

- ♥ **Everyone is the same;** We're all human, with similar needs
- ♥ **Humble, high performing leadership;** We don't rely on hierarchies and have high expectations of ourselves
- ♥ **Transparency;** We share as much information as possible
- ♥ **Listen first;** We actively seek feedback from as many colleagues as possible on our performance, the business and the work experience
- ♥ **Inclusivity;** We value the contribution that every individual can make - bringing different skills, perspectives, personalities and cultures to help our business flourish
- ♥ **Trust;** We have faith in each other to do the right thing
- ♥ **Good humour and generosity;** Working here should be fun, we recognise the importance of small acts of generosity, celebrating success and focusing on the value of spend and not just the cost

Personal contribution attributes:

- ♥ **Insightful;** Substantiates intuition, vision and action with data led validation to provide compelling cases
- ♥ **Commercially astute;** Demonstrates an ability to prioritise both short and long term actions against an accurate assessment of organisational impact
- ♥ **Engaging;** Excellent listening, communication and influencing skills, in all environments; individuals, large groups and small teams
- ♥ **Collaborative;** works effectively with colleagues from across all levels and disciplines within the site
- ♥ **Motivational;** Displays energy and inner confidence which inspires others
- ♥ **Confident and assertive;** Drives action to yield improvement and address issues
- ♥ **Resilient and tenacious;** Overcomes obstacles and challenges to meet objectives

HR use

Date of last review:

Job reference no:

Job level:

Job family:

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