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| the finer detailsBlagdon Engineering Department Engineering Team Manager Individual ContributorNo direct reportsDo you have responsibility for a budget?Noqualifications & experience**Essential:*** Apprenticeship or equivalent level of training in engineering disciplines.
* Experience of working within a manufacturing or process environment
* Demonstrable knowledge of relevant mechanical application.
* Experience of maintaining high standards of Health and Safety implementation.

**Desirable:*** Coded for food grade and steam pipe welding
* Knowledge of best practice in asset care
* Coaching & Mentoring
* Able to use Microsoft office applications.
 | Welder Fabricatorjob descriptionthe purpose of your roleTo safely deliver fabrication support to the site in accordance with policies and procedures and to strategic priority of a High Performing Workplace.**Your responsibilities:*** Ensure safe working practices in line with company policies, procedures and legislative requirements.
* Ensure required standards of food safety and food quality are met through suitable controls and GMP during fabrication activities.
* Ensure operation within the appropriate procedures and systems defined within the Quality Management System (QMS) including Critical Control Points.
* Effective work through the use and interaction with the site Computerised Maintenance Management System, stores and administration functions to deliver fabrication work in a timely manner.
* Complete all tasks and training as required by the business
* Support site improvement programs and project activity in line with business requirements.
* Engage in, promote and support Continuous Improvement and change initiatives throughout the department and site.
* Maintain effective communication including timely escalation of appropriate information with department and site management teams.
* Lead by example, behaving appropriately at all times in line with our values and expected behaviours and challenge colleagues to adhere to the same standards.
* Play an active part as required in any situation where business integrity, people safety, environmental impact, plant or assets may suffer detriment or be adversely affected.
* Become a high performing team member and support others by positively engaging with the personal development process and task training.
* To manage the works list, work environment, fabrication PPE, consumables and materials required for this function, including the safe disposal of them as required.
* Work collaboratively to deliver high performance against set measures and targets in own work and in the work of others.

What good looks like for this role**Leading and Deciding**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 activity. Provides others with a clear direction. Sets appropriate standards of behavior. Motivates and empowers others. **Team working**Demonstrates an interest in others adapts to the team and builds team spirit, recognises and rewards the contribution of others. Listens and consults others communicating proactively. Upholds the ethics and values of the business, demonstrating integrity. Openly trusts and respects others. Collaborates openly for the good of Yeo Valley. **Adapting and Coaching**Adapts to changing circumstances. Accepts new ideas and change initiatives. Adapts interpersonal style to suit different people or situations. Supports and develops others in their roles. Challenging and stretching others in a supportive manner. Celebrate achievements.**Organising and Executing**Sets clearly defined objectives, delivers on projects by planning well in advance taking into account all variables and possible changing circumstances. Identifies and organises all resources needed to accomplish tasks. Focuses on customer needs and satisfaction. Sets high standards for quality and quantity. Monitors and maintains quality and productivity. Works in a systematic, methodical and orderly way. Consistently achieves project goals. Not just saying we are going to do something, but actually doing it. Relentlessly pursues their goals.**Interacting and Presenting**Makes a positive personal impression on others. Gains clear agreement and commitment from others by persuading, convincing and negotiating. Promotes ideas on behalf of self or others. Able to influence and persuade others.**Business Information Systems**Uses all information systems available to them with expertise, analyses and extracts information to improve effectiveness and efficiency of work responsibilities. Demonstrates competent use of new technology and business reporting and information systems.  |
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### HR use

Date of last review: Job reference no: Job level:

Job family: