Job Title (Vidrala Group)	AW Operations Engineering Manager
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Organizational Unit	Logistics
Business Unit	Encirc
Reporting to (Hierarchical)	Head of AW
Reporting to (Functional)	Head of AW

Main Purpose of Role

Leadership & coordination of AW systems/engineering department to ensure maximisation of uptime. Responsible for engineering-based management processes. Setting standards for all shifts to work against & working with Supervisors to ensure consistent application. Performance management reporting of assets & engineers. Identification & lead of improvement opportunities/ requirements. Manage R&M and resource costs within approved budgets, providing forecast and performance reporting.

Key Accountabilities

- Ensure full compliance of all Health, Safety and Environment policies and adherence to corporate and legal responsibilities
- To carry out (lead or manage) Incident Investigations
- Audit work areas addressing unsafe conditions / unsafe acts
- Manage follow up on the statutory inspection of lifting equipment, Electrical safety and ensure corrective actions are complied with
- To ensure that the Warehouse Fire fighting & Deluge equipment is tested & good working order
- Ensure dept Stock spend is under control
- Provide leadership & guidance to the AW team to improve the working practices, skills, and processes
- Ensure that direct reports adherence to all policies, processes, and procedures within Engineering team. Take full responsibility for ensuring the safe working practices and conduct of the team, contractors, and visitors. Ensure company contractor policy is always followed (RAMS, PTW, inductions, lock out tag out, working at height etc.)

"This is a brief outline of the role and is by no means exhaustive. The post holder will be expected to undertake duties as appropriate to the position. Significant changes to the role and its responsibilities would be subject to appropriate consultation with the post holder".

- Maintain and develop safe systems of work particularly around equipment defects, hazards, and inspections
- Ensure that the team are properly trained and managed to work in a safe, quality conscious and effective way
- Lead daily and weekly maintenance planning, reporting and performance improvement including KPIs, PM completion, breakdown root causing and issue resolution
- Lead the Daily Engineering Review to agree and prioritise daily engineering actions
- Develop and implement maintenance plans and reliability improvement activities aligned to the AW maintenance strategy
- Maintain, validate, and ensure stock holding for existing equipment spares across departments of responsibility to agreed levels
- Develop and maintain support contracts for key equipment and services
- Support the execution of the Capex plan
- Manage the Cleanliness of AW through contractors
- Manage and support the activities/duties of the AW Engineering team, providing leadership for all direct reports over 24hrs about key actions and priorities
- Provide training and development opportunities for the teams, specifically coaching, to enable them to maximise their performance and be empowered to take ownership for decision making
- Ensure effective channels of communications are always carried out, particularly in relation to shift handovers, site activities and weekly meetings
- Liaise with Project Engineering on new equipment commissioning and approving required spares, training, and maintenance tasks

Knowledge, Skills and Experience

Business Knowledge

- Professional qualification ideally in Engineering or Business
- Presentation skills to senior leadership level

- Supplier and Project Management
- Proven ability to coordinate across teams
- Strong knowledge of Warehouse Management Systems
- Excellent Stakeholder management and communication skills with experiencing of influencing across all levels
- Technical knowledge & understanding to be able to answer team member's questions & doubts.

Essential Functional / Technical Skills

- Experienced in Automation and Warehouse Systems
- Extensive knowledge of Logistics systems.
- Able to interpret and present system data
- Good level of communication skills
- Good level of communication skills across different levels within the organisation
- Ability to demonstrate personal success in the achievement of challenging business targets

Personal Attributes / Competencies

- Excellent communication & presentation skills
- Leadership
- Commitment to customers
- People commitment & development
- Good communicator
- Strong influencing skills
- Work effectively both alone and in a team
- Collaboration
- Self-starter and completer finisher
- Ability to meet deadlines
- Leverage innovation & continuous Improvement
- Manage ambiguity
- Analytical

Impact

Individual Contribution / KPIs

- Direct line manager responsible for the AW Team
- Uptime & availability of AW
-

Key Contacts

- AW Engineering team
- DSP Management team
- Manufacturing operations
-

Decision Making
(Outline the most important recommendations expected to be made for others to decide on)

- X

Value	Leads Self
Commitment to Customers 	➢ I am open and honest; I strive to exceed expectations while remaining realistic. ➢ My stakeholders can trust me to be honest and supportive. ➢ I seek and act on feedback.
People Commitment and Development 	➢ Through reflection I am clear about my own development needs, I seek feedback and support. ➢ I treat all people with respect and dignity. I value equity, diversity and inclusion. ➢ I respectfully call out any unsafe or disrespectful behaviours, every time.
Sustainability 	➢ I understand my part in our sustainability strategy; I ensure that my own personal impact on the environment and others is a positive one. ➢ I engage with new initiatives, and I champion our sustainability goals. ➢ I am accountable for the safety, health and wellbeing of myself and others, I share ideas for people-focused improvements.
High performance 	➢ I understand my part in our company purpose, mission and values. ➢ I reflect on my performance and plan in order to safely achieve my objectives or targets. ➢ I approach challenges positively; I respond to changing priorities and maintain high standards.
Collaboration 	➢ I am open, honest and respectful with all stakeholders, I build strong relationships based on trust. ➢ I use my strengths to support others, I ask for help and welcome input. ➢ I am accountable to my team for delivering against agreed standards.
Innovation and continuous improvement 	➢ I am curious and contribute ideas for improvements when I have them, no matter how small. ➢ I remove barriers to progress; I start with why.

	➢ I embrace change, I work with others to make necessary changes possible.