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| **POSITION** |
| **JOB TITLE** | Engineering Shift Technician |
| **DEPARTMENT** | Engineering |
| **SITE / LOCATION** | Blagdon |
| **REPORTING LINES (JOB TITLES)** |
| **REPORTS TO** | Engineering Team Manager |
| **DIRECT REPORTS** | Shift Engineers |
| **DEPUTY IN ABSENCE** | None |
| **INDIRECT REPORTEES** |  |
| **KEY OBJECTIVES** |
| **Key Aim of The Role** | * To assist the team manager by the provision of supervisory and technical support for engineers to safely deliver engineering services to the site in order to maintain and continuously improve asset, department and site performance in line with the strategic priority of a High Performing Workplace.
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| **Key Responsibilities**  | * Ensure the safe working practices of engineering staff, contractors and visitors in line with company policies, procedures and legislative requirements.
* Ensure required standards of food safety and food quality are met and monitored with suitable operational controls in place through engaged GMP routines and maintenance practices.
* Ensure operation within the appropriate procedures and systems defined within the Quality Management System (QMS) including Critical Control Points.
* Lead by example, behaving appropriately at all times in line with our values and expected behaviours and challenge team members to adhere to the same standards.
* To support the development of a high performing team through effectively coaching and mentoring team members.
* Care of site assets through the effective use and interaction with the site Computerised Maintenance Management System, stores and administration functions to deliver Planned and unplanned maintenance work in a timely manner.
* Play an active part as required to manage any situation where business integrity, people safety, environmental impact , plant or assets may suffer detriment or be adversely affected.
* Participate in site improvement programmes and project activity in line with business requirements.
* Engage in, promote and support Continuous Improvement and change initiatives throughout the department and site.
* Actively participate in department and cross functional operational meetings to monitor, improve and report performance against set KPI targets to ensure all aspects of engineering are effective with clear actions and focused ownership to control and correct to root cause in a timely manner.
* Maintain effective communication including timely escalation of appropriate information with department and site management teams.
* Use problem solving techniques to prevent, detect and eliminate faults, abnormalities and inefficiencies.
* Complete all tasks and training as required by the business
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| **Decision Making** | * Effective deployment of resources and prioritisation of work/activities to support production requirements through liaison with peer group and take appropriate action to resolve and/or escalate where necessary.
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| **DIMENSIONS OF THE JOB** |
| **Financial Accountability** | Routine and non-routine/Emergency contractor activity. Machine improvement activities.Spares/Consumable ordering. |
| **Capital/Plant responsibilities** | Responsible for asset care of site based production equipment. |
| **Other** | 24/7 operation 365 days per year, working a rotating shift patternIn the absence of a Team manager the Technician will deputise and have responsibility for shift team management and performance. |

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| **ORGANISATIONAL COMPETENCIES REQUIRED FOR THE JOB**(delete and amend according to job) |

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| **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 behaviour. Motivates and empowers others. Provides staff with development opportunities and coaching. Recruits staff of a high calibre. Confidently inspires others with a wholehearted commitment to continuous improvement. Sets about with moral courage. Confronts challenges around them.**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.**Strategic capability (Site SMT and above)**Works strategically to achieve Yeo Valley objectives. Sets and develops strategies. Takes account of a wide range of issues across, and related to, Yeo Valley and other stakeholders. Demonstrates commercial acumen and awareness of customers and competitors in their decision making process.**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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| **ESSENTIALS AND DESIRABLES** |
| **Essential** |

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|  | *Minimum specific professional qualifications* |
|  | *Minimum specific industry sector/professional experience (not in years but use adjective such as “broad”, “deep”, “significant” – or conversely “some knowledge of…” etc)* |
|  | *Minimum education qualifications* |
|  | *Minimum training level attained* |

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| **Desirable** |

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|  | *Ideal levels attained for qualifications, experience etc* |
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| **HR use only** |
| **Date of last review** |  |
| **Job reference number** |  |
| **Job Level** |  |
| **Job Family** |  |