A yellow and black bee

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Engineering Performance and Improvement Manager

job description

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# the finer details

## Which site am I based at?

Blagdon Hub

## Which team am I a part of?

Central Engineering(Operations)

## Who do I report to?

Head of Engineering

## Who do I look after?

## Team size?

5 indirect (Peer Influence)

## Do you have responsibility for a budget?

# the purpose of your role

You’re responsible for.

### As the Performance and Improvement manager you will drive improvement and sustainable performance in Engineering and Asset Care through the development and deployment of the engineering strategy.

### As a member of the Engineering Leadership group, you will play a key role in the development of the team, ensuring skills and capabilities align to the future demands of the business.

### Key to the success of the role is the ability to influence the Engineering leadership group through programs of focused improvement, development of new and existing processes and ways of working to deliver sustainable improved asset performance.

### As a leader within a Co-Owned business, it is a priority to drive sustainable engagement within the engineering function and more widely through involvement and empowerment, enabling the growth and development of our teams.

Key responsibilities:

* Drive Improvements in asset performance through the effective development and deployment of the Asset Care strategy
* Support Site Managers and site-based Engineering Managers to develop multi-year site plans to help deliver our Engineering and Environmental strategies
* Play an active role as part of Yeo Valley’s Operations team and form strong relationships across a wide-range of colleagues and peers, to ensure cohesion and collaboration to achieve great results
* Foster innovation to support the delivery of the company’s business plans, ensure reliability, and maintain regulatory compliance
* Supporting & Developing Engineering Leadership group with team skills and capabilities
* Assist with the engineering apprenticeship scheme where appropriate
* Keep key stakeholders informed of progress with strategy implementation across the business and devise appropriate KPIs to support in managing relevant business performance
* Ensure the business improves environmental impact and conforms to legal and statutory requirements
* Work with Site Managers and site-based Engineering Managers on best practice to help drive efficiency which will impact on financial performance
* Develop and embed a robust suite of Condition Based Monitoring tools and techniques to support Reliability Centred Maintenance.
* Continually develop the CMMS solution to enhance engineering processes and reporting to deliver meaningful measures of success that drive improvements in asset performance and reliability
* Lead Continuous Improvement focus program, working with sites to identify and deliver sustainable improvements to deliver improved performance and reliability.
* Lead shared Inventory rationalisation and optimisation program

Key accountabilities:

Employer of Choice

 Employee engagement within immediate, site & project teams as well as through wider leadership influence

* Ensure the development of skills and capabilities to support new and existing plant and processes alongside the adoption of new and emerging technologies

Supplier of Choice

 Successful development of new operational capability to deliver upon new commercial opportunities

 Support the reduction and optimisation of overall operating costs through the successful introduction of new plant, equipment and technologies to reduce the product cost as a percentage of NSV (Net Sales Value)

Brand of Choice

* Enhance quality and technical capability through new plant, equipment and technologies to create best in class product solutions; right first time, process capability / variance reduction and hygiene
* Support the development and evolution of ways of working underpinned by embedded systematic processes to deliver repeatability and consistency

# qualifications & experience

what good looks like for this role

### Experience

* Proven experience of successful leadership within multifunctional FMCG business environment
* Multi-Site Experience Preferable

 Proven expertise in development and delivery of capital engineering investments in process and packaging plant

 Supplier Relationship Management experience preferred

 Short shelf life / high care / dairy category experience preferred

### Qualifications

 Degree qualified in engineering discipline preferred

 Post graduate management qualification preferred

* Recognised qualification in Project Management preferred
* Recognised qualification in continuos improvement preferred

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 and vision with data led validation to create a robust and compelling roadmap for development

 **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 both internal and external environments demonstrating knowledge, energy and inner confidence which inspires others

 **Collaborative**; works effectively with colleagues from across all levels and disciplines within the business as well as supplier partners

 **Empowering**; fosters strong individual and team capability by devolving responsibility and providing effective coaching support

 **Resilient and tenacious**; Overcomes obstacles and challenges to meet objectives

HR use

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| Date of last review: | 11.11.2020 | Job reference no: | 317 | Job level: | 9M |
| Job family: | Management |  |  |  |  |