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| the finer detailsWhich site am I based at? CanningtonWhich team am I a part of? EngineeringWho do I report to? Site LeaderWho do I look after?Engineering TeamTeam size?Direct - 4Indirect – 20Do you have responsibility for a budget?Yes | Engineering ManagerJob Descriptionthe purpose of your role**Nurture & Nourish People & Planet by****making great food the right way forever.**The Cannington site is at the forefront of our strategy to expand the Yeo Valley brand and offer Good Food for All. The site local vision to make great food for every occasions plays a unique role within Yeo Valley. The site is stabilising following rapid growth into 24/7 production and is the home to the rapidly growing pouch and bottle formats. Team engagement and improving efficiencies is key to delivering on the company strategy. 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 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
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### HR use

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

Job family: