

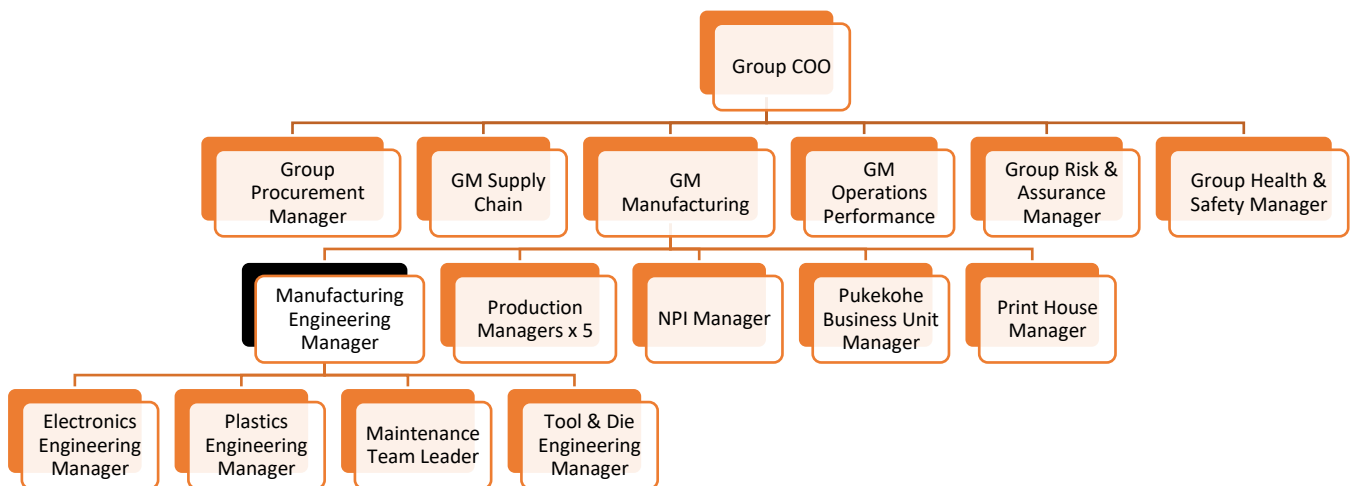
POSITION DESCRIPTION

Position Title: Engineering Manager	Direct Manager: GM Manufacturing	
Budget Responsibility: N/A	Direct Reports: 4	Indirect Reports: 35-40

WHAT YOU'RE HERE TO ACHIEVE

The Engineering Manager plays a crucial role in guiding and supervising engineering teams to achieve project and organisational goals. Directly responsible for overseeing and managing a team of engineers, ensuring the successful execution of engineering projects, and contributing to the strategic direction of the organisation. This role involves technical leadership, project management, and people management.

WHERE YOU'LL FIT IN #TEAMGALLAGHER



WHO YOU'LL BE WORKING WITH

INTERNAL RELATIONSHIPS	EXTERNAL RELATIONSHIPS
<i>Operations Leadership Teams</i> <i>Operation teams</i> <i>AM, Sec, R&D teams</i> <i>Finance</i>	

WHAT YOU'LL BE DOING

Key Accountability	Outcomes/ Expectations
Team Leadership	<ul style="list-style-type: none"> • Lead, mentor and motivate a team of engineers, fostering a collaborative and high-performance team and work environment. • Provide technical guidance and support to team members. • Ensure that team members have the necessary resources and skills to perform their roles effectively. • Identify training and development needs for team members • Encourage skill development and career growth for engineers • Conduct regular performance reviews and set performance goals for team members • Address performance issues and provide feedback and support for improvement
Project Management	<ul style="list-style-type: none"> • Take a portfolio overview approach across Engineering to effectively prioritise work across the site. • Define project goals, scope, and deliverables • Develop project plans, allocate resources, and track progress • Identify and mitigate project risks, ensuring that projects are completed on time and within budget
NPI	<ul style="list-style-type: none"> • Supervise work with NPI and R&D to lead and encourage design for manufacturing of new products • Ensure resolution of all technical issues in a timely manner to ensure continuity of production
Technical Expertise	<ul style="list-style-type: none"> • Maintain a deep understanding of the engineering principles and technologies relevant to the teams projects • Contribute to the technical aspects of projects, including design, development, and problem-solving
Strategic Planning	<ul style="list-style-type: none"> • Collaborate with senior management to define and implement the engineering departments strategic goals • Foster Engineering team processes and systems to balance pro-active and re-active engineering work to ensure continuity of production and strategic projects • Participate in the development of the organisation's technology roadmap
Communication	<ul style="list-style-type: none"> • Facilitate effective communication within the engineering team and with other departments

	<ul style="list-style-type: none"> • Report project status, challenges, and achievements to senior management and stakeholders
Quality Assurance	<ul style="list-style-type: none"> • Ensure that engineering processes and deliverables meet quality standards and industry best practices • Ensure quality is built into all processes and sustainable
Health & Safety	<ul style="list-style-type: none"> • Reviews work practices to ensure compliance with H & S regulations and ensure on-going training is provided to relevant staff • Promotes healthy and safe work practices and continuous improvement of the working environment • A systematic hazard identification process is followed and documented where all employees are encouraged to raise all safety concerns and dealt with appropriately
Budget Management	<ul style="list-style-type: none"> • Manage the engineering departments budget, making cost-effective decisions and optimizing resource allocation

Including any other duties not specified that may be required to complete the role, and as requested by the Reporting Manager.

HOW YOU'LL BE DOING IT

Qualifications and / or Experience:

- Bachelor's or master's degree in engineering or a related field.
- Proven experience in engineering and project management, with a strong technical background.
- Previous experience in a leadership or managerial role
- Excellent communication and interpersonal skills
- Strong problem-solving and decision-making abilities
- Knowledge of industry-specific software and tools
- Familiarity with relevant safety and quality standards
- Leadership and team management skills
- Project management certifications (e.g., PMP) may be a plus

Skills / Competencies:

- Strong data analysis and problem-solving skills
- Excellent communication, team collaboration, and leadership abilities.
- Continuous improvement focused with demonstrated ability to improve business processes
- Project Management skills
- Proactive
- Well organised, a planner with strong attention to detail
- Team player with influencing skills to work across diverse teams

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