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| **Job Title** | **Site Engineering Manager** |

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| **Reporting to**  | Head of Group Engineering extending to Site General Manager  |
| **Business Unit** | Operations  |
| **Department**  | Engineering |
| **Job Grade (if applicable)** |  |
| **Location**  | Tennent's Wellpark Brewery, Glasgow |
| **Travel Requirements (if applicable)** | Travel between C&C business units maybe required. |

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| **Role Summary**  |
| The Site Engineering Manager is accountable for the continuous operation and regular maintenance of all machinery and operating equipment activities at the brewery. This person will act as a specialist with technical expertise in electrical, mechanical, structural engineering. Develop and evaluate plans and criteria for a variety of projects and activities that are to be carried out by their team. Lead and develop in establishing design plans, prepare engineering development proposals and manage the setting of technical objectives. Ensuring a strategy is in place to warrant end-of-life replacement options for machinery is considered and costed into future year budgets.​The role requires a blend of leadership, technical expertise and in-depth operational knowledge to ensure all brewery equipment and facilities run efficiently and safely integrating best practices. They will influence departmental plans and policies to achieve service, quality, and operational objectives. They will be accountable for leading a team of engineers and maintenance professionals, develop and execute preventative maintenance programs, and drive continuous improvement initiatives to enhance equipment performance and facility infrastructure. |

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| **Key Accountabilities -**  |
| 1. **Team Leadership & Development:**
	* Accountable for the performance and results of engineers and junior managers within the team.
	* Establish clear expectations and priorities to their team. Encourage an environment of continuous improvement, teamwork, and knowledge sharing. Provide development opportunities, feedback, and actively listen to team members.
	* Foster a culture of safety, collaboration and high performance within the engineering team.
	* Provide in-depth technical guidance, training and career development opportunities for team members.
2. **Maintenance Management:**
	* Oversee the planning and execution of preventative, corrective and emergency maintenance activities.
	* Ensuring all equipment, machinery and buildings are in optimal condition to support production needs, safe and hazard-free. They comply with all health and safety and other regulatory and legal requirements, are regularly tested and maintained by appropriately training and qualified individuals.
	* Adjusts departmental plans and priorities to address resource and operational challenges.​
	* Develop and monitor key performance indicators (KPIs) for maintenance effectiveness (e.g., downtime, equipment reliability, etc.).
	* Active leadership in daily manufacturing and maintenance team meetings. Develop and implement departmental strategies and plans that are aligned with the wider business strategy.
3. **Project Management:**
	* Manage/design engineering projects including equipment upgrades, facility expansions, or installations.
	* Prioritise and manage equipment and system improvement projects.
	* Lead and develop project timelines, budgets, and resources allocation including CAPEX.
	* Integrate industry best practices to support achievement of project objectives.
	* Coordinate cross-functional teams to ensure successful and timely project completion.
4. **Continuous Improvement:**
	* Drive continuous improvement initiatives to optimize production efficiency, reduce downtime, and enhance the overall reliability of brewery operations.
	* Analyse root causes of equipment failures, complex technical and operational problems and implement corrective actions.
	* Collaborate with production and quality assurance teams to identify opportunities for process optimization.
5. **Compliance & Safety:**
	* Ensure that all engineering activities comply with relevant industry standards, safety regulations, and environmental guidelines.
	* Foster and promote an environment of safety ensuring the well-being of all colleagues and drive efforts to reduce safety risks ensuring that all colleagues adhere to safety protocols and drives best practices.
	* Conduct and present findings and recommendations with regular safety audits and risk assessments to mitigate hazards.
	* Accountable for all outsourced activities to ensure compliance with company and legal / regulatory standards.
6. **Budgeting & Cost Management:**
	* Develop and manage the engineering department’s budget, ensuring cost control and efficient use of resources.
	* Evaluate and propose cost-saving initiatives without compromising quality or safety.
	* Planning of CAPEX projects within agreed budget.
7. **Vendor & Supplier Management:**
	* Manage relationships with external vendors, suppliers, and contractors for equipment procurement, parts, and services.
	* Negotiate contracts and ensure that external partners meet performance and quality standards.
8. **Reporting & Documentation:**
	* Maintain accurate records of maintenance activities, asset conditions, and engineering projects.
	* Prepare and present regular reports on the status of engineering operations, project progress, and key performance metrics and benchmarks to senior management.
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| **Key Stakeholders** |
| **Internal –**  Site Operations Manager, Site Leadership Team, Production teams, Warehouse, EHS, Procurement, Environmental team, Quality, Finance. |
| **External –** Contractors, Suppliers, Third party service providers, Government bodies, Inspecting organisations, Licensing organisations, Public utilities. |

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| **Skills** |
| * **Skills & Abilities:**
	+ \*In-depth knowledge of equipment maintenance, troubleshooting, and repair practices. \*Hands-on mechanical and electrical knowledge of equipment,
	+ Solid leadership, interpersonal, and communication skills able to demonstrate strong judgment.
	+ Ability to manage multiple priorities, projects, and deadlines in a fast-paced environment.
	+ Ability to drive change, through positive communication channels.
	+ Ability to challenge and influence at all levels to encourage positive change.
	+ Proficiency in using maintenance management software (CMMS), MS Office Suite, and other relevant tools.
	+ Strong analytical and problem-solving skills, with a data-driven approach to decision-making.
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| **Experience and Qualifications** |
| * **Education:**
	+ Degree-level qualification in a relevant discipline (or equivalent experience).
	+ Professional certifications in engineering management or maintenance (e.g., Six Sigma, PMP) are a plus.
* **Experience:**
	+ Minimum of 5-7 years of experience in engineering or maintenance management, with at least 2 years in a leadership role within a manufacturing environment (preferably in food, beverage, or brewery industries).
	+ Strong understanding of brewing equipment and manufacturing processes is highly desirable.
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