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| Job Title: | Head of Engineering |
| Department: | Engineering |
| Location: | Norwich |
| Role holder reports to: | Plant Manager |
| Direct reports: | Engineering Department |

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| **Job Role Summary:** |
| * To take responsibility for all technical activities within the business. * To work with other members of the Management Team to ensure timely issuing of technical information. |

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| **Main Duties and Responsibilities:** |
| * To establish and lead the engineering team, ensuring efficient use of resources to maximise output whilst ensuring rigorous attention to detail. * Report technical information to Group HQ (Europe) on a regular basis, as required. * To work with other members of the Management Team to agree actions required for the smooth running of the company. * To respond, as necessary, to technical queries raised by other departments. * To support the Sales Department as required. This includes monthly meetings to review hot prospects and developments required to meet market demands. * To assist in the evaluation of technical problems with the installed product base. * To work with other factories within the Holding Group to get best value for bought out components and complete machines, when appropriate. * To take a leading role for promoting continuous development of design and analysis tools for use in the technical department with the target of improved accuracy in analysis and improved productivity in the design process. * To co-ordinate research and development activities but also considering activities elsewhere in the group avoiding repetition and identifying synergies. * To be actively involved in product development and new product initiatives. * To establish and engender the adoption of value engineering principles, design for manufacture and concurrent engineering techniques in product development. * To monitor developments in and promote the use of appropriate new materials and manufacturing processes. * To advise senior management of staffing requirements. * To work the hours necessary to carry out the necessary duties. * To undertake any other reasonable task associated with the smooth running of the company when asked to do so by senior management. |

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| **Education / Qualification Requirements:** |
| Essential:   * Degree in an Engineering discipline   Optional   * Masters or PHD in a relevant Engineering discipline |

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| **Experience and Knowledge Requirements:** |
| Essential:   * Experience of working in a bespoke capital equipment environment * Experience of leading a team of qualified engineers |

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| **Skills and Competency Requirements:** |
| Essential:   * Highly self-motivated with a genuine desire to succeed and help move the business forward. * Possess excellent communication skills, both written and oral. * Have excellent problem analysis and problem-solving skills. * Own good planning and organisation skills. * Attention to detail. * Ability to work to and achieve challenging deadlines. * Strong problem solving and decision-making skills.   If mechanical biased   * Experience in the following fields: Rotor dynamics, balancing at running speed, solving of vibration issues, thermal modelling of MV electrical motors. * Working knowledge of motor electrical design   If electrical biased   * Experience in the electromagnetic design and thermal modelling of MV electrical motors * Working knowledge of motor mechanical design |