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| **Role, Role Purpose and Measurement** |
| **Role Title:** Multi-Skilled Engineer**Reports to:** Maintenance Manager**Department:** Engineering**Location:** AFP Wigan |  |
| **Role Purpose:**Your primary accountability is to provide safe and highly reliable equipment to manufacturing colleagues, achieved through a healthy balance of hands-on maintenance competence, equipment knowledge, analysis of equipment performance and strong communication skill. Specifically, you will;* Execute hands-on planned and unplanned maintenance activities to agreed standards, ensuring safe working always.
* Ensure assets are ready to produce products that are of an excellent quality, dispatched on time in full to customers.
* Ensure a robust and clearly communicated safe system of work is applied for all activities that you undertake – properly risk assessed.
* Coach, train and give understanding to production colleagues to achieve continual improvements in equipment knowledge/performance.
* Act with integrity always to build a culture of professional engineering and proactive equipment-focussed continuous improvement.
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| **Role measurement:*** Accident Reduction & Safety management
* Completion/Review of Risk Assessments
* Raising ‘safety starts with me’
* Utilisation/following process with business CMMS
* Raising of Maintenance ‘follow up’ Requests
* Response & Right First Time Repairs
* Root Cause & Downtime Reviews
* Housekeeping & Standards – Audit Ready
* Personal Skills Development / Contribution
* Continuous Improvement Projects
 | **Dimensions:*** Typically working within a team of 2 – 20 Engineers and several support roles
 | **Key Relationships:*** Site Engineering Manager and Maintenance Manager
* Engineering Shift Lead
* Operations management teams
* Fellow Engineering Team
* All site-based colleagues
* Other Site Engineering team members
* OEM Supplier engineers
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| The list of duties is not intended to be exhaustive but gives a general indication of tasks and responsibilities. All employees are expected to work in a flexible manner and acknowledge that tasks not specifically covered in their job description are not excluded. |
| **Role Accountabilities** | **Knowledge, Skills and Experience Required** |
| **Customer*** Deliver high asset performance, enabling reliable delivery of manufacturing plans
* Support growth plans and projects in the factory delivering more for customers
* Ensuring that the daily engineering activity plan is delivered on time in full
* Ensuring that deviations from the plan are analysed for root cause actions
* Ensuring full compliance with all operational standards and procedures

**Colleague*** Foster a safe environment in the interaction between equipment and people
* Ensuring that appropriate Risk Assessment & Method Statement is in place
	+ Take personal accountability for own development relevant to business needs

**Operational*** + Ensure delivery of the daily engineering activity plan
	+ Ensure that plant history is captured to high standards enabling improvement.
	+ Ensure that the Daily meeting structure is supported by taking proactive actions
	+ Ensure that high 5S standards/levels are maintained across the factory.
	+ Ensuring that both chronic and repeat downtime events are rigorously reviewed
	+ Ensure that the site is always ready for internal and external food safety audits
	+ Ensure department KPIs and targets are delivered on time and in full.

**Sales, Profit and Cash*** + Ensuring value for money from the way in which engineering funds are spent
	+ Driving proactive continuous improvement activities –on root cause review
	+ Contribute to more effective preventive maintenance plans to drive reliability
	+ Identifying solutions and design improvements that reduce probability of failure
 | * Technical Hands-On Engineering Experience, preferably through recognised time-served apprenticeship within food manufacturing
* Technical qualifications and competence in mechanical/electrical at a minimum NVQ Level 3
* BTEC Engineering certificate/equivalent qualification
* Broad Knowledge of Hydraulics, Pneumatics, Mechanical, Electrical & PLC/Inverter Assets
* Skills and capability to logically diagnose and fault find on a variety of equipment/situations
* Strong experience in ensuring safe working and safe systems of work are utilised and followed
* Experience of risk assessing maintenance activity and controlling safe working practices
* Strong evidence of good interpersonal, communications and customer engagement skills
* Specific experience of clarifying priorities in a busy environment
* Ability to engage positively with production to ensure equipment good information exchange of equipment issues and best practice
* Experience and knowledge of Lean and Asset Care Excellence techniques – particularly Root Cause Analysis.
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| **Special Tasks*** Other adhoc duties as required
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| **Health and Safety Responsibilities** |
| To ensure company and statutory Health and Safety regulations and requirements are met at all times.General:* know, understand and comply at all times with operational rules and health and safety procedures applicable to you
* assist any colleagues or visitor in the event of a hazardous situation or act
* reach out to your supervisors, particularly when it comes to health and safety issues
* report minor accidents, near-accidents and hazardous situations
* report ideas for improvements

Within your scope of work:* participate in risk assessments related to your teams, activities, work environments and new projects
* if necessary, help implement the defined prevention measures and initiatives (risk assessment, prevention programmes)
* if necessary, participate in analysing the causes of any significant events (lost-time accidents, non-lost-time accidents and significant near-misses)
* participate in discussions with managers on the behavioural aspects of prevents (behavioural safety visits, safety starts with me observations, etc)
* participate in information and communication initiatives carried out by managers (e.g. prevention minutes, safety contacts, etc)
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| Job Holder Name:  | Job Holder Signed: | Dated: |
| Signed on behalf of Agrial Fresh Produce: | Dated |