|  |  |  |  |
| --- | --- | --- | --- |
| **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. | | | |
| **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 |
|  | |  | |
| 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. | |
| **Special Tasks**   * Other adhoc duties as required | |  | |

|  |
| --- |
| **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) |

|  |  |  |
| --- | --- | --- |
| Job Holder Name: | Job Holder Signed: | Dated: |
| Signed on behalf of Agrial Fresh Produce: | | Dated |