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## **JOB ADVERT**

### **Engineering Manager**

### **Competitive Salary**

### **Knutsford, Cheshire**

Stopford are recruiting for an Engineering Manager, to join the Projects Group. As one of the senior managers in the Projects Group, you will play a vital role in leading and developing all functions across the group with a focus on delivering engineering excellence.

Reporting to the Projects Director, the Engineering Manager shall be responsible for leading and managing the engineering team so that all work done is of a high standard, is carried out efficiently, effectively and to the satisfaction of the Project Manager and Client and contributes to the client's positive perception of Stopford.

You will be based at our Knutsford office, with the opportunity for a flexible working schedule that allows for a hybrid and in office presence. There may be occasional travel required to site and client offices. This is a full-time permanent position.

### **Key Responsibilities include:**

- To lead a team of approximately 30 process, mechanical, electrical, control & instrumentation and civil & structural engineers to deliver to a consistent high standard.
- To line manage the Lead discipline engineers to ensure that all engineering work is carried out efficiently and effectively in line with agreed standards, budgets and timescales.
- Working with the lead discipline engineers ensure that the team is developed and trained to a high standard to ensure Stopford remain at the forefront of renewable and sustainable technology and innovation and provide excellent value for our clients.
- To maintain a clear overview of the overall resources required to conduct the projects to the high standard required and be responsible for recruitment and resourcing the engineering group.
- To ensure the roles of all direct reports are defined in detail, documented and performance standards agreed with the job holder and that all direct reports are appropriately developed and motivated.

### **Role requirements**

You will be able to demonstrate:-

- Educated to a degree level or equivalent.
- Have significant experience in either, waste treatment, chemical, nuclear, oil & gas, petrochemicals, energy or renewable energy industries.
- Have significant experience of working in a design, engineering and construction environment at FEED and EPC(M) phases of the project.
- An ability to work collaboratively with commercial, financial, R&D and all engineering design, construction, and commissioning disciplines.

- Have experience of interface management and managing remote engineering and design locations.
- Experience of managing and building a team of engineers, designers, inspectors, suppliers and sub-contractors.
- Knowledge and Experience of Designer, Principal Designer and Principal Contractor Roles under CDM.
- Knowledge and experience of applicable design codes and standards.
- Knowledge and understanding of different forms of Contract (IChemE, NEC, FIDIC etc).
- Experience in working in and managing multi-discipline teams.
- Experience in managing stakeholder relationships in a management role.
- Clear and concise communication in both written and verbal form with excellent people management and interpersonal skills.
- Eligible to live and work in the UK.
- Full UK/EEC driving licence.

#### **Desirable**

- A Chartered Engineer.
- Operations Experience in the Waste, Nuclear or Energy Sector.

#### **Benefits**

Employment at Stopford brings many benefits including:

- Competitive salary
- Profit related bonus payment (10%)
- Pension (5% employer and 5% employee)
- 25 days holiday plus bank holidays
- Additional day off to celebrate your Birthday
- Private medical insurance (including dental and optical)
- Employee assistance programme
- Free on-site parking
- Reimbursement of professional membership fees
- Long service awards

Please go to our website for a full job description to familiarise yourself with all of the responsibilities, skills and experience required before you apply.

Please note that we do not accept applications from agencies, and you must be eligible to live and work in the UK.

We look forward to receiving your CV for the post of Engineering Manager.

#### **Closing date: 14 July 2024**

Stopford reserves the right to bring forward the closing date if we receive a suitable number of quality applications from which to make a shortlist. Therefore, we would recommend that you apply as soon as possible.

Please note that due to the volume of applications we receive we are unfortunately not able to respond to each applicant. If you have not been called for interview within 3 weeks of the closing date, you should assume that on this occasion your application has been unsuccessful.

## Job Description

**Position:** Engineering Manager

**Group:** Projects

**Location:** Knutsford

### **Ambition**

Our ambition is to lead the way in engineering a sustainable world through the transition to a low carbon economy.

### **Values**

Our values guide the way we carry out our everyday activities to achieve our ambition:

- Responsibility – Committed to ethical and responsible actions
- Innovation – Innovation to create sustainable value
- Unrivalled expertise – Delivering a world class service
- Inclusivity – Working together with mutual respect
- Sustainability – Awareness at every opportunity

### **Description**

As one of the senior managers in the Projects Group you will play a vital role in leading and developing all functions across the group with a focus on delivering engineering excellence.

Reporting to the Group Director, the Engineering Manager shall be responsible for leading and managing the Engineering team so that all work done by the engineers is of a high technical standard, is carried out efficiently, effectively, to the satisfaction of the Project Manager and Client and contributes to the client's positive perception of the company.

To be successful in the role you will have an enthusiasm for engineering delivery and enjoy problem solving, mentoring and organising a diverse team of talent. You will also be able to demonstrate engineering management skills in a multi-discipline EPC(M) environment in the waste, nuclear, chemical or energy sector.

### **Key Responsibilities**

- To lead a team of approximately 30 process, mechanical, electrical, control & instrumentation and civil & structural engineers to deliver to a consistent high standard.
- To line manage the Lead discipline engineers to ensure that all engineering work is carried out efficiently and effectively in line with agreed standards, budgets and timescales.
- Working with the lead discipline engineers ensure that the team is developed and trained to a high standard to ensure Stopford remain at the forefront of renewable and sustainable technology and innovation and provide excellent value for our clients.
- To maintain a clear overview of the overall resources required to conduct the projects to the high standard required and be responsible for recruitment and resourcing the engineering group.
- To ensure the roles of all direct reports are defined in detail, documented and performance standards agreed with the job holder and that all direct reports are appropriately developed and motivated.
- Training needs analysis is carried out regularly and training and development plans for all engineers exist and are regularly reviewed.

- To work with the Project Managers and Group Director to develop robust strategy and procedures to ensure a consistent high standard.
- To liaise positively and proactively with each of the Departmental Managers and the Projects Director in the pursuit of client satisfaction, efficiency, and project profitability.
- As a senior manager, actively contribute towards a positive culture of collaboration, teamwork and excellent performance with a desire for continuous improvement, learning and self-development.
- To contribute to proposals and estimates for new work and support with presentation to the client as required.
- To clearly communicate expectations to all engineers in the Project group.
- To act as mediator between Stakeholders and Project Team members.
- To resolve issues and solve problems as required.
- To lead, coach and motivate your team members on a proactive basis.
- To develop new tools and Best Practices for Engineering and Execution with the Quality Manager and Projects Director.
- To undertake annual performance and training requirement reviews of Lead discipline engineers and ensure a consistent method is cascaded throughout the engineering team.
- Establish and maintain relationships with our existing and new engineering partners to ensure the same high standard of delivery as our in-house team.

#### **Minimum Requirements – Education and Experience**

- Educated to a degree level or equivalent.
- Have significant experience in either, waste treatment, chemical, nuclear, oil & gas, petrochemicals, energy or renewable energy industries.
- Have significant experience of working in a design, engineering and construction environment at FEED and EPC(M) phases of the project.
- An ability to work collaboratively with commercial, financial, R&D and all engineering design, construction, and commissioning disciplines.
- Have experience of interface management and managing remote engineering and design locations.
- Experience of managing and building a team of engineers, designers, inspectors, suppliers and sub-contractors.
- Knowledge and Experience of Designer, Principal Designer and Principal Contractor Roles under CDM.
- Knowledge and experience of applicable design codes and standards.
- Knowledge and understanding of different forms of Contract (IChemE, NEC, FIDIC etc).
- Experience in working in and managing multi-discipline teams.
- Experience in managing stakeholder relationships in a management role.
- Clear and concise communication in both written and verbal form with excellent people management and interpersonal skills.
- Eligible to live and work in the UK.
- Full UK/EEC driving licence.

#### **Desirable**

- A Chartered Engineer.
- Operations Experience in the Waste, Nuclear or Energy Sector.

#### **Company Wide Aspects**

- Adhere to Stopford's Business Management System.

- Align with and promote Company Values and Vision

The above is not an exhaustive list of duties and you will be expected to perform different tasks as necessitated by your role within the organisation and the overall business objectives of the organisation.