

Job Description

Job Title	Engineering Manager
Salary	£40,000 to £50,000 per annum
Location	Worcester

Background

We specialise in the design, manufacturing and support of non-offensive products and services that protect people from the effect of blast, ballistic, cyber and operational threats.

Our background is engineering and architectural industries. Our focus is on the application of technological solutions to security challenges. We are a progressive and forward-thinking group, who work collaboratively across our internationally based business sectors.

Purpose of the Role

The purpose of this role is to be the focal point for Engineering Services within the engineering team based at our Worcester facility. This role, reporting to the Operations Director, works alongside the other Engineering Managers across all Exsel sites, and involves managing the team of Engineers based at Worcester, as well as working with Project Managers and Commercial Managers to win and deliver business.

Key Responsibilities

Technical leadership:

- Accountable for the quality of technical solutions delivered by the project team.
- Responsible for directing the delivery of the technical solution by the project team throughout the project.
- Projects vary, but the team may include Engineers across numerous sites and the role works with the Project Manager to provide a consistent customer interface during the project, and with the Engineers to feed information to the Project Manager to enable effective project risk management.
- The role plays an active part in the delivery and acceptance of projects to the customer.
- Responsible for determining, implementing and adherence to Engineering Policy & Compliance.

Capability management:

- Working closely with the Operations Director and the other Engineering Managers to continually improve Engineering capabilities at Exsel.
- Lead and participate in design and technical reviews of projects at all Exsel sites, including Customer sites as and when required.
- Performance assessment of Engineers, identification of training and recruitment needs, identifying and adopting innovative tools, materials and methods.
- Collectively the team is accountable for the quality and consistency of the processes, procedures and tools used by the Engineering team across all Exsel sites and projects.

Business Development support:

- Work closely with the Commercial team to win new business for Exsel.
- Provide pre-sales support such as customer meetings and the provision of concept technical solutions, through leading Engineers in supplying technical material and estimates for tenders.
- Then in the contract acceptance process to verify the ability of the Engineers to deliver contracted business.
- Involvement in other customer facing activities such as arranging product demonstrations and assisting with trade shows.

Line management:

- Responsible for the conduct and wellbeing of the Engineers based at Worcester.
- Including involvement in areas such as occupational health and safety, attendance, holiday authorisation, disciplinary measures, and being the point of contact for non-project issues.

- Working closely with the Project Managers to deliver projects to contracted cost, schedule and quality requirements.

Competencies

- A broad understanding of Engineering Principles, and Electrical Engineering in detail.
- Application of FEA, CFD, HALT and HASS.
- Broad Knowledge of the use of CAD software.
- Passionate about Engineering and driven to produce elegant, simple and robust designs based on a strong analytical approach?
- Good interpersonal and communication skills and ability to communicate and work with people at all levels.
- Enthusiastic about technology; creative and innovative.
- Self confident and assertive.
- Sound judgment and decision making ability.
- Ability to organise and prioritise a number of projects simultaneously.
- Ability to understand a customer's requirements and to build good relationships.

Knowledge, Skills and Qualifications

- A first degree in Electrical Engineering or other relevant degree or qualification
- Membership of a Professional Body, such as the IMechE or IET.
- Engineering Council chartered status, or equivalent.
- UKCA marking legislation and requirements.

Experience

- At least 10 years of experience delivering Electrical Engineering designs / solutions.
- At least 5 years of experience managing Engineering teams.
- Experience of delivering projects to UK MoD, US DoD.
- Experience of delivering projects worth in excess of £1m.

General

- The job holder will have a current driving licence.
- Ability to be flexible and work outside core hours on occasion.
- Regular travel to other Exsel sites.
- Ability to work in the UK with no restrictions.
- Must meet security vetting criteria.
- Participate in the performance review process, identifying development areas and strengths and undertaking continuous professional development.
- Participate in continuous improvement activities within the company.
- Overseas travel may be required occasionally.