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| **Job Title:** | **Engineering**  **Manager** | **Reports To:** | | **Director of Plant Operations** |
| **Operating Country:** | **UK** | | | |
| **Job Purpose:**  To lead the engineering function and engineering processes (including investment and process development projects) ensuring that machine performance, technical solutions, budgeted targets and investment opportunities are both co-ordinated and met.  To provide a strategically functioning and operationally sound Engineering function, continuously improving and developing policies, processes, procedures and data management.  To plan, direct, and coordinate the electrical, mechanical, automation and environmental engineering activities facilitating efficient, best practice and safe manufacturing operations across the site.  To work collaboratively with the Site Leadership and Operational teams, the EMEA Engineering Team and members of the Global Specialist Teams to develop, enhance and deliver “best in class” Engineering plans and processes.  To assesses the cost effectiveness and feasibility of manufacturing processes and make and implement recommendations to reduce costs and improve operational performance.  To drive continuous improvement activities, in quality, process improvements, machine availability, and reductions in changeover and down times.  **Principal accountability areas**   * To provide Leadership to the Engineering function and plan, direct, co-ordinate and manage the overall integration of Engineering activities across the site. * To provide Line Management, coaching and development to the Maintenance Manager, Engineering Site Services Manager, Project Manager and Engineering Admin Specialist. * To develop short-term and long-term Engineering objectives for the site and agree these with the Director of Plant Operations. To facilitate the continued development of an ongoing Engineering strategy which is aligned with the wider Oatly goals. * To provide up to date specialist machinery and technical knowledge to enable the business to exploit manufacturing efficiencies and NPD for commercial advantage. * To support the Operations Team in setting SMART Engineering objectives for their teams. * To collaborate closely with the site Leadership Team and also with the Commercial Teams when discussing project specifications and new products. * To identify environmental threats or opportunities associated with the development and launch of new technologies * To set, monitor and review the sites Engineering budget against activity levels and provide accurate labour forecasts on a monthly basis. * In conjunction with the People and Business Partner and Plant Manager, ensure the Engineering training provision is in place for the site teams and that training and coaching is continually being developed and implemented.   The role is the most senior Engineering role on the site and will be accountable for all activities on a 24-hour, 7 day a week basis. | | | | |
| **Structure** | | | | |
| **Dimensions:**   * **Accountable for** Engineering on a 24/7 operational manufacturing site * Co-ordination of engineering activities to ensure continued process improvements and engineering capability development * Focus of activities is **short term to medium term** – now to 3 years * 4 direct reports and 22 indirect reports. c220 employees on site | | | | |
| **Skills, Experience & Qualifications**  ***Essential***   * Degree (or equivalent) in Mechanical Engineering/Mechanical Production Engineering. * Lean/Six Sigma tools and techniques qualification. Must be able to also demonstrate an understanding of and previous application of lean principles. * Project Management qualification – Prince2 or similar. * Proficiency in MS Office including Outlook, Word, Excel, PowerPoint and Project. * Experience of working with an ERP system with strong understanding its importance. * Experience of working in a 24/7 Food environment within a Blue-Chip organisation. Significant exposure of working within a Company having a continuous improvement-based culture. * Experience of working with cross-functional teams at a Senior Level. * Strong facilitation, organisational and project management skills, with the ability to prioritise workload and multi task coupled with an attention to detail. * Experience of developing and applying advanced technologies, engineering principles, theories and ideas. * Solid and demonstrable understanding of Manufacturing processes as well as Engineering and technical information. * Ability to work in a dynamic environment. * Ability to develop and lead focused teams. * Ability to plan Engineering operations well and prioritise activities. * Strong communication (written and verbal) and interpersonal skills. * Strong analytical skills and the ability to present data effectively. * Ability to project manage internally and the ability to support and lead any process improvement activities. * Structured and can demonstrate a willingness to measure results in quantitative as well as qualitative terms. * Good understanding of current and proposed Safety Legislation and of Environmental policies and procedures. * A team player with a ‘can do’ attitude; ability to interface and influence people at all levels of the organisation. * Ability to learn and undertake new responsibility areas. * Can evidence setting clear direction and striving to have the great possible impact. * Comfortable with ambiguity and is energized by the process of building something lasting from the ground up.   ***Desirable***   * Chartered Engineering Status. * NEBOSH Diploma or equivalent in Occupational Health and Safety. * Experience of setting up a new manufacturing facility * Environmental qualification * Knowledge of British Safety Council 5 Star audit standard | | | | |
| **Key Accountabilities**:  **Engineering Management**   * Establish the Engineering goals and objectives for the site, allocate these to the Engineering Management team and monitor their delivery and progress on a regular basis. * Recruit permanent Engineering Team members and evaluate engineering project contractors. * Develop and/or implement policies, standards and procedures for both engineering and technical work. * Identify capital equipment and engineering investment needed and seek approval for spend. * Prepare budgets, bids, or contracts and negotiate with suppliers who are to prepare and deliver project improvements. * Assess project feasibility by analysing technology and the resources needed to fulfil market demand. * Ensure accuracy of Manufacturing Engineering procedures and documentation. * Analyse material usage, machine downtime and machine performance across all areas. * Be actively involved in the management and reduction of risk within the business. * Establish and report against the key KPIs' and encourage Departmental Heads to achieve their targets. * Develop and undertake internal audits ensuring continual improvement in all areas of responsibility across the Site. * Represent the site externally and liaise with authorities and certification bodies as required. * Develop and/or implement programs to improve sustainability and reduce the environmental impacts of engineering and operational activities. * Plan or direct the installation, testing, operation, maintenance, or repair of facilities or equipment. * Plan and review the risk assessments completed and be accountable for the site risk register and action plan * Ensure that data is effectively collected and that this is turned into data which can be used to identify the root cause * Develop & undertake subject specific internal Health & Safety audits as required * Coordinate, produce and action the GAP analysis corrective action against all key safety and health business audit standards i.e. British Safety Council and Insurance audit standards. * Take responsibility for investigating and reviewing significant accidents and incidents and the identification of solutions to prevent a reoccurrence. Drive the close out of issues and non-conformances   **Cover provided for Holiday and Illness by***:* Maintenance Manager | | | **Budget Preparation and Control**   * Monitor Engineering spend against the budget  Additional Duties   * Responsible for making instantaneous decisions on Engineering issues which could affect production and / or ongoing operations where there is a risk of serious or imminent danger or business risk. On rare occasions this could require an operation to cease until corrective action is taken, for example; damaged guarding leaving a machine in a dangerous state.   **Output Measures/KPI’s:**   * Percentage of downtime * Audit results | |
| **Guiding Principles**   * **Get in the Game** * You ensure clear purpose, direction and objectives for your team * You anticipate roadblocks and help remove them for your team members * You know your stakeholders and their expectations on you and your team * You handle the urgent stuff without losing focus on the work that will have the most impact * You support people to get up to speed and thrive as rapidly as possible * You foster ownership and leadership in those you lead by giving context, trust and guidance * **Feel at Home** * You role model authenticity, being open with vulnerabilities, flaws and struggles * You encourage and validate team members to express themselves fully * You are approachable and listen empathically when team members need support * You foster a culture of appreciation and celebration of each other and the work * You guard and stand up for the team’s shared agreements and norms * **Listen for Clues** * You practice genuine active listening (ask curious questions and listen to understand rather than listen to respond) * You use a coaching approach to support team members to find their own solutions to challenges * You foster a culture of asking for and offering feedback – and support this with guidance and structure where needed * You encourage and role model fierce curiosity – about people, problems, possibilities, etc. * **Be Fearless** * You show and share your own fears and make it normal for others to do the same * You dare to take decisions and actions even when outside your comfort zone * You support team members to dare to take bold, purposeful, creative decisions/actions * You dare to examine and deal with your own resistances and fears * **Embrace the Unknown** * You facilitate yourself to embody calm, focus and steadiness, even in chaotic circumstances * You normalize, invite and talk about the discomfort that comes with uncertainty and rapid change * You empower your team members to take action and make decisions, even in uncertainty, by providing context, trust and guidance. * You dare to experiment and prototype – trying out bold new things in order to learn and iterate rapidly * **Respect Time** * You create clarity of intention and desired outcomes when planning meetings – and encourage others to do the same * You design and facilitate purposeful meeting formats that make the most of the time * You empower team members to make purposeful choices about how to use their time (e.g. say no to meetings where they will not add value!) and role model this yourself * **Use Your Judgement** * You approach problems with curiosity, empathy and a drive to understand * You ground your decisions and actions in principles and value and best interests of the whole * You take decisions with confidence AND with humility and readiness to be proven wrong * You have a strong (and continuously developing) awareness of your own blind spots, and biases * You draw on your network (within and beyond Oatly) to actively seek insights, perspectives and feedback * **Welcome Failure** * You role model expressing uncertainty, taking risks and speaking openly about failure * You support and guide team members to share learnings that come from challenges and failures * You lead processes like retrospectives / reflection meetings that support your team to extract actionable insights | | | | |