

Job Title: Lead Engineer with opportunity to progress to Engineering Manager

Reports to: Managing Director

Location: Basingstoke

Key responsibilities:

- Develop, motivate, supervise, and mentor the engineering team building on technical competence and fostering a culture of innovation, collaboration, and continuous improvement and professional growth.
- Be a committed and enthusiastic team member , with the ability to allocate tasks amongst team members, monitor task progress and advise the project manager on progress, risks, and issues.
- Lead the resolution of technical issues and challenges and develop contingency plans to address potential issues and minimise downtime.
- Oversee and support the project manager in all aspects of technical delivery and scope management, ensuring project adherence to company quality processes and procedures.
- Ensure robust quality assurance and testing processes are in place, and that products are thoroughly tested to meet high standards of quality and performance and comply with industry standards.
- Attend customer site(s) and meetings and lead in a technical capacity.
- Evaluate and manage relationships with external partners, suppliers, and customers.
- Work to ISO 9001 2015 and Company health & safety standards
- Supporting and working towards the Company vision and values

Essential experience/qualifications:

- Educated to HNC / degree level in relevant engineering discipline (either mechanical or electrical bias).
- Demonstrable practical engineering experience, with a minimum of 1-2 years in a supervisory / managerial position and a strong background in automation systems
- Proven experience in managing engineering projects.
- Ability to work on multiple projects in various stages simultaneously.
- Strong problem-solving skills and the ability to think strategically.
- Demonstrated ability to manage project budgets and resources effectively.
- Ambition to progress and a keen interest in business development and strategic leadership.

Desirable experience:

- Professional engineering licence or certifications
- Experience in a similar industry or with comparable engineering projects
- Knowledge and implementation of manufacturing best practices
- Understanding of emerging technologies and trends in the automation sector

Key skills:

- Excellent communication and interpersonal skills
- Pragmatic approach to problem solving.
- Sound electrical / mechanical appreciation.
- Ability to work to deadlines
- Excellent organisation skills
- Experience using ERP software.
- I.T. Literate – Microsoft Office
- Commitment to continuous professional development and self learning.

Workplace values:

The list below outlines basic expectations of all employees. These are the company workplace values, and all employees should strive to achieve each of them every day.

- **1. Punctuality & attendance**

Arrive at work giving enough time to begin your job at your contracted start time. Show respect for everyone's time and demonstrate your commitment to your role.

- **2. Professionalism**

Conduct yourself in a professional manner at all times when at work and when representing the company. Respect others and act with dignity, integrity, and honesty in the workplace.

- **3. Dependable and responsible**

Do what you say you are going to do. Value yourself, your job, the job expectations and perform at your best every day, taking responsibility for your actions and behaviours and learning from mistakes.

- **4. Teamwork and collaboration**

Working with your team and collaborating with the wider teams across the business, working as one, to execute work assignments and accomplish team and organisational goals. Embracing collaboration and displays good teamworking skills to make positive contributions in a team dynamic.

- **5. Commitment to personal development and learning**

Demonstrate a commitment to personal development in the workplace, through a continuous journey of self-improvement, focussing on enhancing professional skills, expanding knowledge, and developing your abilities.