



100% MADE OF NEW ZEALAND

Engineering Manager

Position Description

Our Vision: To become the world's most successful and sustainable grass-fed red meat company

Division: Operations

Reports to: Site Manager

Role purpose:

The **Engineering Manager** is responsible for all engineering functions of the plant including but not limited to:

- R&M of the site, equipment, buildings and environs,
- The reliable and cost-effective operation and maintenance of services on plant
- Co-ordination between the various trades and service areas
- The initiation, planning and implementation of projects to increase plant performance
- Ensuring legislative, resource consent and company policy and procedures are adhered to

Responsibilities include:

- Leadership
 - Engineering Strategy
 - Engineering Services
 - Budgets
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Key relationships

External:

Engineering suppliers
Contractors
Local Authorities, Regional Councils etc
Consultants, IQPs etc
MAF FSA and other inspection bodies

Internal:

Number of direct reports: As per Org Structure
Site manager / Processing Manager, Section Manager and other Leaders
Engineering and Trades Staff
Site support staff (Technical, Engineering and H & S)
Dunedin / Christchurch / Hastings production, marketing and support staff

Key responsibilities

Leadership

Foster a climate that maximises the use of people skills by:

- Providing leadership and professional guidance to members of your team
- Actively coaching and mentoring own team members establishing an environment for personal and commercial success
- Working closely with others to ensure cross functional support throughout the business
- Managing the workflow of the team to ensure the desired goals/outputs are achieved to the quality standard required.

Engineering Strategy

- Develop, implement and maintain a high level of plant reliability through cost effective preventative maintenance to avoid breakdowns and organisation of maintenance work to avoid lost production
- Develop and implement strategies to ensure the most cost efficient and effective use of the available maintenance personnel on site
- Co-ordinate engineering policy and direction of the plant maintenance and service functions (including electrical services)
- Regularly audit plant engineering policy, guidelines and procedures to ensure 'best practice' is maintained
- Keep abreast of changes in processing methods and specifications, and requirements of Govt, departments and local bodies

Engineering Services

- Manages the engineering resources to ensure day to day functions are organised and prioritised
- Uses maintenance database to allocate, follow up and sign off jobs
- Provide engineering support to ensure health and safety, hygiene, regulatory, customer and environmental compliance are met for the plant
- Raise and approve orders using the Navision system
- On-going development of energy conservation strategies, setting of energy conservation goals and meeting these goals

Budgets

- In conjunction with Site managers, design and maintain a financial budget for your area of responsibility.
- In conjunction with your engineering and services team, design, implement and maintain budgets for resource use as well as time budgets for maintenance planning issues including routine R&M.
- Review accounts and expenditure and determine legitimate reasons for variances.

Competencies and professional expertise

- Commercial acumen
- Demonstrates excellent written, oral and interpersonal communication skills
- Keen attention to detail
- Accurate and energetic approach to business success
- Broad-based experience or a sound knowledge of engineering practices and policies with a particular emphasis on plant engineering, equipment reliability and health and safety
- Hold a tertiary engineering qualification in a relevant field of engineering
- A demonstrated knowledge of the legal and legislative compliance conditions and issues
- Computer literacy - proficiency in the use of Microsoft (Word, Excel), Data bases, systems



Core expectations

Customer focus - Proven ability to take ownership of issues

Adding value – Contribute to cross-functional projects and strategic initiatives

Values and Strategy – Live the Silver Fern Farms values and strive to achieve our strategic goals

Other duties – Complete all reasonably requested tasks in a competent and timely manner

Health, Safety and Wellness

- Lead by example, taking a proactive approach to ensuring work is completed in accordance with health, safety, wellness and injury management policies, standards and legislation
 - Ensure accountability and positive recognition for health and safety behaviours occurs
 - Follow all reasonable instructions, do not by action or inaction put yourself or others in harm's way
 - Ensure your own fitness for work and carry out duties safely including reporting hazards, near misses and incidents for yourself, your staff or that you observe immediately
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