

Engineering Supervisor

The Role

Hutchison Ports (UK) - Port of Felixstowe is the largest deep-water Port in the UK and to support our continued growth and development we are looking to recruit a Supervisor to work within the Engineering Department. The Port of Felixstowe is at the forefront of Port equipment technology and is rapidly introducing new green and automated technology to our asset group.

The successful candidate will lead and manage engineering maintenance teams to deliver engineering solutions which meet the business and operational demands. They will drive improvements in productivity and maintenance protocols in order to maintain machinery to a safe reliable standard and ultimately improve engineering services, ensuring downtimes are to a minimum, against agreed performance targets. Working in close partnership with Engineering Management and all Supervisors across the business to ensure that maximum opportunities are utilised to improve productivity through improved asset performance.

Key Requirements

- Direct line management and deployment of all employees within your team, including contracted staff.
- Manage and control employee resources through required manning levels, including people management.
- Ensure compliance to all policies, procedures, and standard operating procedures, safe working practices and safe codes of practice and electrical site safety rules with recommendations for action and continuous improvement.
- Concise and accurate reporting, including end of shift, accident, near miss and damage reporting.
- Establish effective relationship with the procurement department to ensure that correct component parts are sourced, and correct stock levels are maintained and are accessible.
- Embed the engineering leadership behavioural competencies and demonstrate a positive and proactive attitude
- Communication with operational and engineering stakeholders on a shift by shift basis updating on current maintenance activities.
- Attend operational/engineering meetings as required to establish and implement the priorities for the shift, department and business short and long term.
- Effectively monitor and review engineering processes with a view of continuous improvements to improve efficiency, reduce waste and meet environmental targets.
- Responsible for safety of yourself and team. Working in partnership with H&S to ensure continuous improvement on all safety matters.
- Ensure employees are fully qualified with technical and behavioural skills to deliver engineering services within their role.
- Manage and support employee engagement initiatives within engineering
- Deputise for Engineering Manager when required.

For full details, please refer to JD1228 V2

Who are we looking for?

Suitable applicants should meet the following criteria:

- Experience of building and managing teams
- A minimum of 4 years working within heavy industry within an engineering role. Holds relevant engineering qualifications to a minimum HNC level or equivalent or be prepared to obtain a



- suitable qualification based upon a development plan within the development matrix
- Good Knowledge and experience of container handling equipment would be desirable
- Full UK driving licence, and a willingness to obtain relevant plant licences specific to role.
- Ability to cope with fast changing work priorities on several concurrent work activities is required which can be pressurised and demanding.
- Ability to evaluate trends and problem solve with immediate and longevity solutions.
- Strong and effective communications
- Project Management experience would be desirable
- IOSH Managing safely (Or be prepared to undertake the required training).

Hutchison Ports is committed to creating and developing an inclusive work environment with a diverse workforce. We will consider all qualified applicants and encourage discussion about flexible working opportunities. We offer a supportive, community environment and have recently been awarded Chartered status by Women In Maritime. We have our own Women's Network, offer leadership, mentoring and role specific training.

Please apply via the Port-al. The selection process may involve a competency based interview and psychometric assessment.



Job Title	Engineering Supervisor
Reporting to	Engineering Manager of Relevant Area
Post Number	JD1228 V3
Department	Engineering
Location	Felixstowe

Job Purpose

Leading and managing Engineering personnel to deliver engineering solutions which meet the business and operational demand.

Driving improvements in productivity and maintenance protocols in order to repair, maintain and upgrade machinery to a safe reliable standard ultimately reducing downtime and minimising costs, with reference to agreed performance targets.

Working in partnership with all engineering and operational departments to ensure that maximum opportunities are utilised to improve productivity through improved asset performance and people.

Main Activities and Responsibilities

- Direct supervision of all employees within relevant maintenance department, including contracted staff. Manage and control employee resources through required manning levels, including absence requests for leave, appointments, and any other commitments
- Responsible for people management within your area, this includes but not exclusive, personal and performance development, disciplinary meetings, absence management,
- Support the engineering manager with organising manning levels against operational demands.
- Manage skill gaps within the team. Work with engineering management to propose L&D budgets to ensure skill levels and licences are maintained and improved against the needs of engineering
- Manage performance within your team through the recognised personal management system, supporting objective setting and review meetings using appropriate systems.
- Responsible for delivering results towards the organisations strategic KPI's.
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- Influence all engineering employees to achieve required standards and quality of work.
- Deliver employee engagement initiatives, training programmes, and conduct regular team communication briefings setting clear expectations
- Ensure compliance to all policies, procedures, standard operating procedures, safe working practices, safe codes of practice and electrical site safety rules with recommendations for action and continuous improvement.
- Concise and accurate shift reporting, including end of shift, accident, near miss and damage reporting.
- Work with the procurement department to ensure that correct component parts are sourced, and correct stock levels are maintained.
- Lead by example.
- Establish working partnerships with operational and engineering stakeholders communicating on current maintenance activities, and problem solving to achieve business objectives.
- Develop close working relationships with operational colleagues to understand, discuss and support priorities for the shift, department and business.
- Effectively monitor and review engineering processes and provide creativity and ideas for continuous improvements to efficiency and performance.
- Take responsibility for the safety of engineers, working in partnership with H&S to ensure continuous

improvement on all safety and environmental matters.

- Deputise for Engineering Manager and engineering supervisors when required
- Support management team with engineering apprentice scheme.
- Ensure assets are cost effectively repaired, upgraded and maintained in a safe manner with the minimum operational disruption to meet customer expectations.
- Provide technical support for department as required and contribute as an active hands-on team member where needed.

Scope of the Role

An integral part of the engineering supervisory team, reporting directly to the relevant engineering manager.

The supervisor is responsible for the supervision and direction of engineering personnel, whilst ensuring a hands-on, technical approach where necessary. Ensuring all major assets are maintained and repaired to the required quality and in the most time efficient and cost effective way.

To liaise with internal and external contacts to ensure continuous operation. Adhere to, and ensure that engineering personnel comply with all company policies and procedures. Challenge, and address non-compliance and poor performance, and deliver improved ways of working. All relevant status reports are updated and communicated to the correct audience in the required timescale. Health and safety will be a priority focus ensuring that all staff are working and conducting themselves in the appropriate manner.

Technical Skills

- Preferably, a minimum 4-years working as Qualified Engineer/Technician achieved via recognised professional apprenticeship, within a heavy industrial environment.
- Undertake professional development to include progression through Engineering Supervisor Matrix/Personal Development Plan.
- Expert knowledge and experience of container handling equipment.
- Full UK driving licence, and a willingness to obtain relevant plant licences specific to role.
- IOSH or equivalent managing safely certificate.
- Suitable and recognised people management qualification.
- Relevant engineering qualifications to a minimum HNC level or equivalent.
- Ability to cope with fast changing work priorities on several concurrent work activities is required which can be pressurised and demanding.
- Aptitude for periods of concentration on administration of the Engineering Management Information System including data retrieval and analysis of real time data and KPIs.
- Ability to deal with and respond effectively to all enquiries from engineering and key stakeholders in a timely manner.
- Aptitude to provide 'hands on' technical support when required.
- Strong communicator, who can get their point across and influence their own personnel, but also upwards when required.
- Good decision making ability, to be able to prioritise as needed, and effectively justify their decision making process.
- Flexible approach to work to maintain a consistent level of service across engineering. May at times be required to cover supervisor roles within other areas of engineering.
- Identify key areas for improvements and support implementation of change. Coordinate plans, staff, equipment and all necessary resources to complete within agreed time frame.
- Provide technical decisions in line with process, specification and operating procedures to include the safety of equipment to operate.
- Self-motivated to Continuously update own technical knowledge in order to stay ahead of

developing technology.

Behavioural Skills

- Set clear challenging objectives for self and others to support and contribute to the business and engineering strategies.
- Act, and treat others, with integrity - Do what you say, be consistent, give credit to others, be open and honest. Work with sound business ethics. Treat people of all backgrounds and at all levels with fairness and respect
- Model and set high standards - Create and deliver bold challenging standards to raise performance for yourself and others, effectively challenge poor performance.
- Be a credible, professional colleague to stakeholders through your knowledge, behaviour and confidence.
- Earn the confidence of others - Listen to other views, use tact and discretion to maintain constructive relationships at all time, maintain high behaviour standards even when under pressure.
- Engage and invest in people development enabling improvement initiatives.
- Promote an open and transparent approach to communications, developing relationships with colleagues and teams to engage, motivate and provide information to complete activities.

Authorised by:		Accepted by:	
Manager's name:		Job Holder's name:	
Signature:		Signature:	