

Role Description

Job Title:	Engineering Director	Job Holder:	New Role
Division:	SEA Executive Team	Markert Sector:	N/a
Grade:	E3	HR Reference:	

THE COMPANY

SEA is a successful and growing company delivering and supporting advanced solutions in both transport and maritime defence sectors.

SEA is a wholly owned subsidiary of Cohort PLC, and operates as an independent, agile, and responsive international business, with a subsidiary in Canada and customers in the UK, Europe, Far East, The Americas, and Australasia.

ROLE PURPOSE

The Engineering Director is a member of the executive team and is accountable for engineering resource, delivery and governance across the company, contributing to the overall company success, strategy and policy making. The role reports to the Managing Director.

This role directs and ensures that engineering people, process & tools are a key strength and enabler for the business in meeting its customer and strategic commitments.

The role is accountable for engineering resource and engineering delivery across the company, and ensures that it is to time, cost & quality such that SEA's overall business objectives are efficiently and effectively met.

The role is accountable for engineering governance across the company, and ensures that engineering processes are proportionate, effective, efficient and that all areas of the business are operating to them, and that internal and external deliverables are to required quality standards.

RESPONSIBILITIES

- Direct and lead the engineering function to ensure that applicable engineering outputs are delivered on-time, on-cost & on-quality (OTOCOQ), and provide the engineering, skills and capabilities required by the business.
- Ensuring that engineering processes and ways of working are proportionate, effective, efficient and that all areas of the business are operating to them.
- Drives a culture of continuous improvement and organisational learning across the engineering directorate.
- Ensures that all internal and external engineering deliverables are to required quality standards.
- Implement engineering policies, procedures & tools to ensure that best practice and consistency is achieved in support of company objectives.
- Contribute to company strategy in engineering delivery to ensure that SEA achieves its short and long-term objectives.
- Accountable for the planning, allocation and overall utilisation of engineering personnel into respective business-areas, and to ensure that the company has the engineering skills, capabilities and tools required to meet its objectives.
- Accountable for ensuring that applicable and effective engineering gate reviews are held for company bids, projects and internal developments.

- Accountable for ensuring that applicable and effective engineering governance and leadership is applied to all company bids, projects and internal developments.
- Direct and oversee assigned engineering personnel to ensure that they are motivated and trained to carry out their responsibilities to the required standard.
- Develop and control assigned budgets to promote profitability and ensure the company has all the resources required to meet its objectives within agreed financial parameters.
- Accountable for the training and professional development of engineering personnel.
- Ensure engineering estimates for bids and new activities across the company are accurate and competitive.
- Appointing design authorities and engineering leads to company projects.
- Evaluate overall engineering performance by gathering, analysing, and interpreting applicable data and metrics.
- Maintain working relationships with all other directors to ensure effective co-ordination of all company activities in support of company objectives.
- Maintain working relationships with applicable external stakeholders and industry bodies in support of company objectives.
- Contributing to Cohort strategy and policy through participation of the applicable Cohort-wide forums.
- Understand and implement the company safety policy by accepting individual responsibility and responsibility for those personnel under his or her authority, including others who may be affected by the company's activities.
- Ensure personnel are aware of their responsibility towards Health & Safety (H&S) and are equipped accordingly.
- Always set a strong personal example regarding all health and safety matters.

EDUCATION, QUALIFICATIONS & EXPERIENCE

- A technical degree or equivalent and relevant professional qualifications
- Extensive engineering leadership experience (+10 years) within a business operating within the UK defence/security industry.
- Direct experience of leading a varied engineering function of over 250 engineers.
- Knowledge and experience of implementing contemporary engineering and business assurance best-practice and techniques.

PERSONAL CHARACTERISTICS

- A completer-finisher, with excellent planning and delivery credentials
- Demonstrable experience in leading technical and engineering teams in a defence environment.
- Energy, passion, and commitment to support a dynamic business
- Excellent inter-personal, negotiating, organizational and decision-making skills
- Diplomacy and ability to work closely as part of a senior leadership team of a highly independent company.
- Experience of dealing at senior level within customer organisations
- Willingness to be hands-on where required; not precious about personal role/status

- Analytical skills to evaluate data and performance/operation metrics to make information-led decisions
- Sound technical, commercial, business, and financial knowledge.

COMPANY VALUES

All employees may be required to carry out any other duties that are within the employee's skills and abilities whenever reasonably instructed and are required to act in a manner that is wholly supportive of our values of:

- Safety First:** We operate safely and responsibly, protecting each other and the environment.
- People Focussed:** We develop, reward & empower our people, prioritising a healthy work-life balance.
- One SEA Team:** We are in this together. One team, working ethically, respectfully & professionally. We take responsibility and challenge each other constructively.
- Delivery Excellence:** We exceed our commitments by delivering timely, quality outputs whether that's for each other or our clients and partners. We are always looking for ways to innovate and continuously improve.
- Trusted Partners:** We partner strategically, collaboratively, and always with integrity; whether that is between us inside SEA or externally.

JOB LOCATION

The role has direct reports across all SEA sites and can be based at any SEA UK location but must be willing to travel to other SEA sites regularly & internationally as required.

REPORTING

This role reports into the Managing Director

<p>Job Holder Declaration:</p> <p>I accept the purpose and accountabilities of my role with SEA are as outlined above.</p> <p>Signature: _____ Date: _____</p>
<p>Line Manager Declaration:</p> <p>I confirm that the purpose and accountabilities of this role are as outlined above have been agreed with me as line manager.</p> <p>Signature: _____ Date: _____</p>