

Task Description: CE&I Engineering Manager (Design)	Name
Reporting to: Managing Director (UK)	Name: John McGibbon

Company Message:

PAR Systems Ltd. are a specialist Nuclear Site Service company, able to design, build and maintain a huge variety of remote handling and associated equipment to exacting standards. It is our mission to:

- To be our customers' first-choice partner to deliver their operations and projects in the nuclear industry.
- To be an industry leader in nuclear site equipment supply, upgrade and support.
- To grow and support our team to develop world class skills and to provide quality, sustainable employment.

Our business is unique in the industry and our success is based on the skills, knowledge, and experience of our team, together with our attitude and determination to deliver to our customers' requirements.

Our Core Values:

Integrity & Honesty - It is who we are and what we do every day that makes us proud to be part of PAR Systems Ltd.

Customer Driven - We can best meet our customer's needs by delivering innovative, high quality solutions as partners.

Growth Oriented - Through continuous innovation, we strive to be the leader in our fields and grow profitably.

Individual Responsibility - Our corporate success occurs with each individual taking personal responsibility for being the best at his/her job and working together to safely meet customer's needs.

Open Communication - We demonstrate our respect for one another and our customers through consistent, forthright, and open communications.

Develop Our People - The success of the individual and of PAR Systems Ltd is a shared responsibility and occurs as each person grows through continual development.

Summary and overview of the role:

Reporting to the Managing Director and based at our Lillyhall, Workington facility, the CE&I Engineering Manager (EM) will be a key asset in PAR Systems Limited and is expected to contribute in all areas of the business. The (EM) will be a practical, problem solving engineer with strong leadership qualities, strong technical design ability, and the ability to apply sound engineering principles in the design, development and deployment of PAR manipulators, nuclear site cranes, MSM's, Robotics and other material handling projects, providing both nuclear industry and design experience for the PAR UK team. Hands-on design and Management of the CE&I Design Team is integral to the role allied to an understanding of PAR's design principles for 'fit for purpose' design and manufacturing.

Minimum Essential Qualifications/ Experience and Role Requirements:

- Master's degree level qualifications in an engineering discipline – Chartered or close to achieving this.
- Practical experience of engineering, apprentice trained or with significant site experience.
- Experience of leading a multi-disciplined design team to high performance across a range of design areas.
- Extensive industrial experience in a regulated industry with significant proven management experience
- Staff management experience, including employee development, performance management, staff appraisals etc.
- Experience in remote handling and robotics and/or other electro-mechanical nuclear businesses.
- Understanding of project processes and extensive working experience in the use of Microsoft Project software.
- Understanding and management of AutoDesk AutoCAD 2D design software.
- Competent in the use of MathCAD , MATLAB and Trimble prodesign.
- Able to obtain security access to nuclear installations. (BPSS – P4/SC Clearance)
- Proficient in the use of modern IT systems (i.e., Microsoft Word, Excel, PowerPoint etc.).
- Excellent written and verbal communication skills.

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Competencies:

- **Communication** - Has excellent communications skills both verbally and in writing. Is respectful and professional in all interactions with colleagues and customers alike. Encourages open communication and uses tact and discretion in dealing with sensitive information. Keeps the team informed of decisions and directives as appropriate.
- **Teamwork** - Builds networks internally and externally, cooperating with individuals and teams across all areas of work.
- **Planning and Organising** - Sets clearly defined objectives for themselves and the Design Team. Identifies and organises deployment of resources based on assessed needs, taking into account possible changing circumstances. Monitors team's performance in meeting the assigned deadlines, milestones and costs.
- **Achieving Results** - Capacity to set goals for self and others, proactively identifies new opportunities, and focuses on personal development goals.

Duties, Skills and Responsibilities:

- Management of the design stage of numerous concurrent projects with a primary responsibility to ensure that Clients are thrilled with PAR's designs and that products are of high quality and delivered to time and budget through effective design for manufacture.
- Leading the design team from the front with a strong input into designs and ability to keep hands on to the design process.
- Interpretation of design requirements from initial customer contact through design to manufacture, delivery, installation and lifetime support. Specifying the best suited manufacturing techniques and potential suppliers and sub-contractors able to support.
- Check and approve design efforts from the PAR Design team to ensure that quality is being maintained in CE&I engineering, organise the review of own work with colleagues in the team and with the CE&I Team.
- Produces, supervises and controls the creation and refinement of technical CE&I drawings and documents to capture design intent and document the key aspects necessary to accomplish the operational goals of a project, developing detailed design data along the way.
- Maintain and manage project schedules through interaction with PAR planners and project managers and directly with Clients working as single point of contact for multiple Clients on multiple projects.
- Ownership of the PAR UK CE&I design process, documenting the 'way we do things', ensuring compliance to these processes by the team.
- Ownership of PAR's software systems, Managing licenses for the required software.
- CE/ UKCA marking of components, assemblies and systems and the supporting documents and calculations required to underpin this.
- All round engineering skills and experience with the ability to problem solve and generate concepts with an understanding of both manufacturing, installation and maintenance techniques to guide and influence project teams.
- Leadership and Management of the CE&I Design engineering function for PAR, bringing together the team of Design Engineers to achieve high quality designs fit for manufacture and deployment in high hazard areas.
- Develops and maintains an excellent working knowledge of industry regulations, restrictions, and laws, and ensures that the Design Team adheres to all regulations.
- Consistently promotes high standards through personal example and rolls out through the team to set expectations.
- Monitors the completion of tasks and ensures good performance and records appropriately.
- Works as an integral part of the Management Team to share ideas and improve Operations.
- Develops and maintains strong relationships with internal and external stakeholders to ensure optimal performance
- Proactively contributes to creating a good team atmosphere, fully supporting staff well-being at all times.

Signed (Employee):

Date:

Signed (Manager) :

Date: