



Job Description

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| Job Title | Quality and Reliability Engineer |
| Department | Engineering |
| Reports to | Industrialisation and Standardisation Manager - Under Recruitment |

Job Purpose

The purpose of the role is to embed quality and reliability processes in Bennamann product development, and to ensure the safety, usability and longevity of equipment and site installations.

Responsible for analysing the performance of various Products, Systems and Components with a view to identifying potential failures before they occur through predictive modelling. Drive design revisions, inform preventative maintenance regimes, and create an environment for robust continuous improvement processes.

Focussed on Root Cause Analysis of known failures and driving the Continuous Improvement necessary to eradicate future similar failures on Current Products.

Duties and responsibilities

Operational:

- Designing and implementing quality and reliability regimes in-keeping with the company's ISO 9001 accreditation.
- Contribute to design-phase activities on reliability and quality verification.
- Designing and executing reliability tests to ensure that Equipment, Components and Systems operate in accordance with its specification and safety standards.
- Collaborating with Technical Engineering and Operations Teams to integrate new technologies and methods that increase reliability and performance.
- Conduct Failure Analysis and Root Cause investigations to identify why Equipment, Components and/or Systems failed.
- Using statistical tools and software to analyse data and make informed decisions to improve System reliability and performance.
- Preparing of reports and documentation to record findings and to make recommendations to Engineering, Operations and Senior Management.
- Establishing and maintaining a database for tracking performance failures and improvements measures.



- Establishing a procedure and process for Supplier Quality Control.
- Developing and adherence auditing of a quality control procedure.
- Follow procedures to ensure compliance with company ISO standards, aligning with responsibility and accountability for actions as documented within HS-105 MyC RACI.

Peer group / cross team liaison

- Maintain a good working relationship with colleagues and peers, reflecting Bennamann values.
- Collaborate across-function on reliability and quality improvement initiatives.

Reporting and communication

- Reporting to the “Industrialization and Standardization Manager”.
- This role will be part of a new function within the engineering department. As such, candidates should be comfortable working in a continually changing environment whilst ensuring cross-functional communication of improvements within their scope of influence.
- Key performance indicators relevant to the new quality function shall be developed by the successful candidate and will form a key element of reporting processes.

Team/Management of Team

- Proactive member of motivated and engaging team/Effective leadership development and management of team
- Participate actively in team meetings and proactive in own review and development.
- Supportive member of the team, role modelling Bennamann values in both internal and external relationships
- Conscientious and caring manager, adhering to all people processes including induction, probation, and performance reviews.

H&S

- Strong HSE experience with the ability to determine the criticality of any remedial actions or product improvements required. Must balance the cost, complexity and effort required to implement improvements against the benefit they provide. Demonstrable understanding of ALARP.
- Responsible for own H&S (and that of your direct reports), adhering to company guidelines be this in an office / workshop setting, on site, in a vehicle and / or any other reasonable context.
- Ensuring H&S is maintained through all department activities.
- Highlight any H&S risks you identify to management.

Ensure you have all reasonable PPE and highlight any deficiencies to management who will address as required

Required Skills.



- Teamworking and collaboration
- Experience working in transformational environment, building systems and processes to support activities relevant to remit.
- Proactive problem solving
- Lean and efficient

Qualifications

- Degree qualified in engineering or equivalent discipline.
- Accredited Continuous improvement/lean/kaizen
- Occupational HSE qualifications preferred (IOSH/NEBOSH/CSCS etc)



Role Competencies

| Module / Skill or Training | Relevant Qualifications or experience |
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| Conceptual Thinking | Understand how own tasks relate to the wider framework. Relates different pieces of information and recognizes trends. Ability to establish a problem statement and determine appropriate actions and activities to remedy. |
| Innovativeness | Produces novel ideas to modify and improve procedures. Tries different and original ways to deal with organizational problems and opportunities. Generates alternatives and assesses their validity before settling on a solution, whilst ensuring stakeholder alignment |
| Ability to Learn | Quickly understands what new tasks/jobs are required. Easily learns unique job-related vocabulary and actively explores opportunities to develop their own understanding. Quickly understands and uses processes, technologies and ideas that are continually being updated. |
| Adaptability | Pursues policies and procedures consistent with local norms and values. Adopts means of communication and interaction that suit different cultures and stakeholder groups. Deals effectively with people from a variety of backgrounds Behaves consistently with local norms and values. Adapts their approach based upon the demands of the tasks. |

Person Specification

| ATTRIBUTES | ESSENTIAL (must have these skills or experience) | DESIRABLE (prepared to train or develop in these areas) |
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| Relevant Experience Work and non-related work experience relevant to the job and organization | <p>Technical/Operational</p> <p><i>Bachelor's degree in mechanical engineering or related field.</i></p> <p><i>At least 3 years' experience in a reliability Engineering role.</i></p> <p><i>Proficient with reliability software, techniques, and diagnostics tools.</i></p> <p><i>Strong analytical and Problem-Solving skills.</i></p> | Experience with various manufacturing techniques and the specific requirement of pressure and mechanical equipment |



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| | <p><i>Familiarity with Industry Standard practices such as Kaizen, Six-Sigma, Lean Manufacturing.</i></p> <p>Business Acumen</p> <p><i>General understanding of cost/benefit analysis. Practical application of skills to ensure solutions sought provide lean value.</i></p> <p>Leadership & Management</p> <p><i>A leader within their discipline.</i></p> | <p>Line-management experience desirable</p> |
| <p>Education/ Training Specific qualifications and or training</p> | <p><i>BEng or BSc in relevant Discipline</i></p> | <p><i>Relevant Lean/Kaizen/Six-sigma accreditation preferred. NEBOSH/IOSH/CSCS etc. preferred.</i></p> |
| <p>Qualities, knowledge & skills Personal skills, qualities, behavior, most of these will be essential as many of these cannot be trained</p> | <p>An empathy and affinity with the Bennamann company values:</p> <ul style="list-style-type: none"> • Safety • Curiosity • Integrity • Passion • Respect <p>and traits: Humility, Empathy, Creativity, Innovation, Open Minds, Transparency</p> <p>In addition: Follows procedures to ensure compliance with company ISO standards.</p> <p>Adheres to process and policy, including PPE and uniform.</p> <p>Presentable, with the ability to be a positive representative for Bennamann in relationships with customers and suppliers, ranging from farmers to councillors and scientists.</p> <p>Excellent and proven organisation, planning and communication skills.</p> | |



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| Additional factors Working conditions/hours, ability to drive, any special working conditions (eg gas handling) | <i>Standard 37.5 hour spread across 5 working days per week. Expected to be available aligned with general Office Working Hour Structure. Site visits and active Product Performance assessment visits expected.</i> | |
| All candidates must have the current legal right to work in the UK | | |