**SELWOOD LTD**

**POSITION DESCRIPTION: Engineering and Design Manager**

**LOCATION:** TBC

**POSITION PURPOSE:** The Engineering and Design Manager will lead and oversee the development, design, and implementation of innovative engineering projects within the organisation. This role requires a strong background in engineering principles, design processes, and team leadership. The Engineering and Design Manager will be responsible for guiding a multidisciplinary team to deliver high-quality solutions that meet both technical and aesthetic requirements, while ensuring project timelines and budgets are adhered to.

**RESPONSIBLE TO:** Head of Project Delivery

**RESPONSIBLE FOR:** Design Team and Surveying Team

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| **REGULAR CONTACTS:** | **External** | Customer representatives  Other site contractors  Supplier Contacts |
| **Internal** | Head of Project Delivery  Project Managers  Site Agents  Solutions Directors  Senior Solutions Managers  Solution Teams  Installation and Electrical Managers and Teams  Application Support Managers  Supercentre Teams  Project Support Co-ordinators  Project controllers  Commercial Team  B.I.M Team  SHEQ  HR |

**MAIN RESPONSIBILITIES:**

* Lead, mentor, and manage a diverse team of engineers, designers, and technical specialists.
* Foster a collaborative and innovative work environment, encouraging team growth and development.
* Assign tasks, track progress, and provide feedback to ensure the team is meeting project goals and deadlines.
* Oversee the planning, execution, and delivery of engineering and design projects from concept to completion.
* Foster a collaborative environment that encourages growth and knowledge sharing.
* Serve as the primary point of contact for senior leadership and key stakeholders regarding designs and engineering.
* Ensure transparent communication and manage expectations.
* Collaborate with stakeholders to define project requirements, timelines, and budgets.
* Ensure that engineering and design projects meet all technical, safety, and regulatory standards.
* Provide technical and design direction for the team, ensuring design solutions are innovative, efficient, and cost-effective.
* Review and approve design concepts, drawings, and prototypes, ensuring alignment with project goals.
* Work closely with Solution Managers, Project Managers, and other teams to ensure designs are technically feasible and scalable.
* Continuously evaluate and improve engineering and design processes to enhance productivity and quality.
* Implement best practices for design, engineering, and development workflows including procedures and processes.
* Promote a culture of continuous learning and innovation within the team.
* Recruit, train, develop, motivate, and ensure effective management of all direct reporting staff.
* Communicate design and engineering progress, challenges, and risks to stakeholders and executives
* Ensure that team members have the necessary resources and support to succeed in their roles.

The main responsibilities are outlined above. This is not a definitive list and other tasks/activities may be necessary as the Company’s commercial activities require.

**QUALIFICATIONS & EXPERIENCE:**

* Bachelor’s or Master’s degree in Engineering, Mechanical and Electrical Design, or a related field. Equivalent experience may be considered.
* Experience in engineering, design, or a related field, with experience in a management or leadership role.
* Proven track record of successfully managing and delivering complex engineering and design projects.
* Strong experience with CAD software, design tools, and engineering design principles.
* A leader with excellent communication (verbal and written) and interpersonal skills, with the ability to listen, offer sound feedback and resolve conflict.
* Strong technical expertise in engineering and design.
* Ability to act proactively / be forward thinking whilst maintaining a methodical, attention to detail approach.
* Excellent organisation and time management skills, with the ability to manage changing priorities. Able to work in a fast-paced environment, to tight deadlines and handling multiples tasks at once, whilst ensuring efficiency and a strong output is achieved.
* Ability to make data-driven decisions and solve complex technical problems.
* Expertise in managing cross-functional teams and projects.
* Compliant accurate record keeping is important to this role.
* Ability and willingness to travel throughout the UK as and when necessary, sometimes with nights away.
* A full UK driving licence is required for this position.