**WORKDRY INTERNATIONAL**

**POSITION DESCRIPTION:**

**Head of Equipment Refurbishment**

**LOCATION:** Hixon, Stafford

**POSITION PURPOSE:** Lead and Manage the Hixon Refurbishment Centre, driving continuous improvement in quality and efficiency gains, with full site P&L responsibilities. Ensure we have a continued business focus on employee training, development, and wellbeing processes across all aspects of the site operation.

Ensure we continually drive Safety, Health, Environmental and Quality (SHEQ) throughout, with a proactive approach in the development of our teams. This development will enhance and deliver existing and future strategic objectives for the pump rental solution business and help deliver our broader Workdry company strategic plans.

**RESPONSIBLE TO:** Group Chief Operations Officer

**RESPONSIBLE FOR:** Equipment Refurbishment Team

**REGULAR CONTACTS: External** Customers and Clients

Suppliers and Vendors Regulatory Bodies Auditors

Insurers

**Internal** Solutions and Project Managers

Sales Managers and Sales Teams

All Departmental Managers

Operational Managers

Management Accountants

HR Team

Business Technology Department

Workdry Group Businesses including Pump Manufacturing & Siltbuster

**MAIN RESPONSIBILITIES:**

* Provide senior leadership, mentoring, and development to all direct and indirect reports within the Equipment Refurbishment Centre in Hixon, ensuring adherence to the highest standards and best practices across the team.
* Encouraging and driving improvements in every aspect of your role, by taking a proactive, supportive, and flexible approach.
* Oversee the daily operations of the Equipment Refurbishment Centres, prioritising workloads and ensuring the teams consistently uphold the high standards expected form our operational group.
* Manage and monitor fleet CDA requirements and the second-hand sale of equipment for our Hixon location based on company policy for asset disposals, in partnership with Finance & Technical and aligned with financial accounting rules
* Ensure we continually improve our SHEQ standards, focusing on best practice and uniformed approach across the refurbishment network, enforcing and adhering to all our internal, external procedural and legal requirements to deliver on our internal and customers expectation.
* Promoting a SHEQ culture at the forefront of everything we do.
* Recruit, train, and motivate direct reports while fostering a culture of continuous improvement and professional growth within the team. Proactively identify development needs and implement tailored employee development plans, ensuring ongoing enhancement of management capabilities at all levels across the network.
* Appraise all direct reporting staff in line with company policies and procedures and ensure that all employees recruited demonstrate a suitable level of competence to perform their duties safely and effectively through employee performance management.
* Identify skills gaps in the team and collaborate with HR and the Technical Team to develop and implement solutions to address these gaps.
* Ensure effective communication streams are set up and managed (both internally and externally).
* Proactively set key SMART objectives and milestones for direct and indirect reporting staff.
* Working within your team to continually seek out opportunities for business change, identify and recommend new ways and innovative processes that will drive efficiency and make our business unit more profitable.
* Provide detailed reports and information as required by the senior management teams.
* Promote and build on teamwork, maintain strong working relationships between the whole of the Workdry team.

*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:**

* Comfortable working in a fast-paced, high-pressured environment as this role will be balancing multiple workstreams, whilst also working with several operational stakeholders ensuring consistent efficiency and strong output is achieved.
* Comprehensive understanding of manufacturing methodologies and data driven, process focused.
* Experienced in managing and controlling budgets and P&Ls.
* Experience of successfully managing a team, being able to demonstrate strong leadership skills and the ability to develop, coach, motivate and engage a team. Connecting and collaborating intensively within your team and across the organisation.
* A leader with excellent communication and interpersonal skills, with the ability to listen and offer sound feedback. A vision for the business and the wider team, the ability to adapt and be decisive in a rapid pace environment.
* Proven background in leading project delivery driving growth, maximising sales and profitability. Setting clear objectives aligned to goals, utilising modern platforms to interconnect all employees and departmental functions. Ensuring the customer experience maximises quality and service.
* Computer literate. Be able to analyse data on Microsoft Packages such as Project/Excel/Word/PowerPoint.
* Ability to be able to lead and mentor others to ensure all are working to the same high standard Developing viable project scopes and objectives, involving all relevant stakeholders and ensuring technical feasibility.
* Good understanding of process requirements and the ability to identify strengths and weaknesses across the team and business processes.
* Compliant accurate record keeping is important to this role.
* Ability to act proactively / be forward thinking whilst maintaining a methodical, attention to detail approach.
* Flexibility to support the business to get the job done understanding the requirements of all stakeholders while maintaining a safe environment for all.
* Experience of leading and demanding a Health & Safety culture, driving and creating an environment where good practices are a way of everyday life and total compliance is adhered to.
* Understanding of all SHEQ requirements to uphold high levels of safety for our super centres adhering to all safety legislation, ensuring staff and visitors are kept safe.
* A full UK driving licence due to the role requiring the successful applicant traveling to and from multiple locations.
* Ability and willingness to travel within the UK and Europe as and when necessary.