

JOB DESCRIPTION

Job Title	Graduate Solutions Engineer
Job Purpose	To contribute to the design and development of technical solutions for the company's water and effluent treatment systems, while gaining hands-on experience through site investigations, commissioning, and troubleshooting. This role supports the ongoing development of technical knowledge with the goal of progressing towards becoming a fully competent Solutions Engineer.
Business Unit/Dept	Siltbuster Ltd - Monmouth
Reporting to	Technical Solutions Manager (Or any other person nominated in writing)
Line Management Responsibility	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No – support role
Budget Responsibility	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
Accountability Level <i>(service delivery performance, quality & safety of people & product/service, compliance with rules, standards and legislation, continuous improvement, reporting and strategy)</i>	<input checked="" type="checkbox"/> Individual level <input type="checkbox"/> Team or function supervisory / management level <input type="checkbox"/> Department management level <input type="checkbox"/> Senior management / company level

1. ESSENTIAL DUTIES AND RESPONSIBILITIES

The basic, important duties to be performed in the role

General

- Assist in and undertake solution development and engineering activities to support the business in the development and optimisation of wastewater treatment solutions largely based around the Siltbuster portfolio.
- Assist in and evaluate client requests/ requirements and RFQ/tender/proposal(s) content - assess feasibility and optimise potential solutions.
- Assist in the solution development and proposal creation for more complex enquiries.
- Support the wider business to apply design and engineering strategies in order to help position the company well in the early stages of project development to increase the probability of success. Support Sales with client/end user at all stages to ensure successful outcome.
- Work closely with the engineering and project departments to help develop technical solutions in line with the company standard and overall philosophy. Including production/review of mass balance calculations, outline drawings (layouts, PFDs, P&IDs) and project documentation (control philosophy, manuals, SOPs).
- Participate in project reviews prior to documentation submission (pre & post award), helping to ensure the proposed solution is capable of achieving the required outcomes.
- Assist in / provide training to the business and clients in solution development/equipment selection.
- Support client engagement at every stage, from early project development through to delivery, ensuring alignment, clarity, and successful outcomes.
- Proactively stay informed on environmental regulations and emerging trends to anticipate market needs and influence business strategy.
- Contribute to the company's thought leadership through articles, presentations, and participation in industry events, enhancing Siltbuster's profile and market position.
- Identify and support R&D initiatives that advance the company's solutions and maintain a competitive edge across all sectors.

Safety, Health, Environment & Quality

- Learn and adhere to required engineering, health, safety, environmental and quality standards, and procedures, leading by example in positive SHEQ behaviours
- Help / assess job tasks identifying hazards, mitigating risks, and solving operational issues.
- Wear and always maintain appropriate protective safety equipment for role and activities.
- Report any matters affecting health, safety, environment, and quality immediately via company required reporting procedures
- Ensure any waste materials are disposed of in a timely manner and in line with relevant standards
- Maintain a clean, tidy, and organised work area always
- Support and participate in company continuous improvement initiatives

People and Teamwork

- Proactively collaborate with stakeholders to deliver effective and efficient technical solution design support.
- Help ensure good customer service through effective and accurate work and regular positive communication
- Support team members and contribute to a positive team environment, including covering for others when needed.
- Cooperate with colleagues across the wider business to support achieving company goals.

Financial

Contribute to the financial strength of the Company by operating in an efficient, effective manner to achieve goals and targets

The main responsibilities are outlined above but this not a definitive list and other tasks / activities may be necessary commensurate with this post, and as Company's commercial activities require.

2. KNOWLEDGE & SKILLS

Information, facts and practical understanding of required subject areas for role

- A keen interest in Water, Wastewater treatment and identifying optimum solutions
- Basic understanding of the key elements associated with the design of wastewater treatment works
- Basic understanding of environmental legislation and regulation controls
- Basic understanding of ISO 14001 and 9001:2015 standards and appropriate Health, Safety & Environmental legislation
- Ability to apply technical expertise with a practical outlook and in a way which balances commercial profitability, QA adherence, risk management and the morale of others
- The ability to prioritise workloads to meet deadlines and a strong attention to detail
- The ability to use initiative and think outside the box with a positive 'can-do' attitude
- The ability to handle multiple work projects running concurrently as the business need arises
- Strong attention to detail and a willingness and ability to learn new skills quickly
- Good verbal and written communication, including good technical report writing skills
- Good interpersonal skills
- Competent in the use of Office 365 notably Excel and Word

3. EXPERIENCE AND CERTIFICATIONS

Level of time, involvement in, training and/or exposure to gain required experience in the role and or/subject area, and evidence of this

- Degree educated in preferably either an engineering or scientific discipline with a vested interest in the environment (Chemical, Civil, Environmental)
- Full UK driving licence (endorsed & with a maximum of 6 points)

4. PERSONAL QUALITIES

General disposition / personal characteristics, work ethic, and moral values.

- Acts with integrity
- Positive attitude and proactive approach
- Eager to learn and develop professionally, and environmentally conscious
- Organised, reliable, and able to manage time effectively
- Team player, approachable and dependable
- A desire to learn & for personal development, have confidence to ask questions and seek guidance
- Adaptable to constantly changing priorities and issues
- Flexible, adaptable & professional
- Customer focused (internal and external) - awareness of the needs of others
- Willingness to travel within the UK