

Job Description: Area Lead Engineer – Value Engineering (DE352)

**Department:**

Design – Engineering Services – Value Engineering

Job role overview:

The successful candidate will oversee the design and implementation of Value Engineering savings for the bike bill of materials. This highly technical role combines engineering expertise with leadership responsibilities for a focused team of engineers. The individual will need to provide both strategic vision and day-to-day guidance to their team, ensuring the delivery of high-quality outputs within set deadlines.

Collaboration across the wider business will be essential to agree upon and plan team activities, as well as to monitor progress against these plans. The position also requires fostering the development of the team by promoting best practices at every level, organising or delivering training, prompting unity, integrity, ingenuity and agility in working practices, and conducting formal performance reviews.

The appointed candidate will act as a technical authority within the team, demonstrating sound judgement and the ability to escalate issues or request additional support when necessary.

Report to: Functional Lead – Current Support and Value Engineering

Location: Factory 2, Hinckley

Duties and Responsibilities:

- Responsible for the delivery of the Design and Development phases of a wide range of components or areas of a motorcycle, consulting with and seeking support from Specialists and Chief Engineers as required.
- Responsible for delivering these areas to the time, cost, quality, and specification in line with the NMIP process and KPI's.
- Regularly collaborate with colleagues across the business to represent the team, identify and define opportunities, and report progress against agreed plans.
- The role is a highly technical role, focussed on detail and delivery, but also includes planning and leadership in instances where there are Package & Design/Senior Design Engineers reporting to the Area Lead.
- Communicate and collaborate across the entire supply/value chain to maximise team working and effectiveness.
- Support the creation and maintenance of detailed project plans to ensure that current and future deliverables are met to promise.
- Deliver to the key KPI's asked of the role that will be driven from Cost, Time, Quality and Specification targets, both directly and through leadership of any reporting Package Lead Engineers and Design/Senior Design Engineers.
- Follow established processes, procedures and working practices to minimise risk to projects and products, but also challenge these to maximise the effectiveness of the Department.
- Escalate concerns, risks, and issues up through the reporting chain.
- Pastoral care: mentor, coach, and support the development of direct reports, including performance management.
- Stand in for Functional Leads as required.

Person Specification: Area Lead Engineer – Value Engineering (DE352)



	Essential	Desirable
Qualifications and Attainments	<p>Maths and English GCSE grade C or above.</p> <p>MEng or BEng in an Engineering related subject</p>	
Professional Experience and Skills	<p>Significant experience in a mechanical design role.</p> <p>Proficient in Microsoft Packages including Excel, Word and Outlook.</p> <p>Fluent in written and spoken English.</p> <p>Has a highly technical approach, with emphasis on attention to detail.</p> <p>A high level of technical judgement and decision-making skills to allow them to be able to navigate/direct complex problems and present concise information up to Function Leads and other project stakeholders.</p> <p>Has the ability to demonstrate urgency and consistently deliver to promise.</p> <p>Good at planning and monitoring progress against plans, helping direct reports do likewise, and able to constructively raise concerns and propose solutions.</p> <p>Is organised, structured, and “thinks around corners”.</p> <p>Forward thinking with a growth mind-set.</p> <p>A strong supporter of change and process within the team, backing direction provided by Functional Leads; yet able to challenge where there may be benefits to the effectiveness of the department.</p> <p>Good collaborator and communicator providing transparency of risk and issues throughout the project lifecycle and within the team.</p> <p>Has the agility and flexibility that leads to an ability and willingness to adapt and take on difficult and challenging tasks and changes of direction in a practical and pragmatic manner.</p>	<p>Previous experience of team leadership.</p> <p>Previous experience working in a value engineering – related role.</p>
Personality and Motivation	<p>Is well aware of the importance of high-quality work and the impact that poor quality work has on the rest of business and instils this in their team and helps to drive this message within the team through direct reports.</p>	<p>Experience in working with senior managers to build consensus.</p> <p>Comfortable summarising and presenting complex data to senior management.</p>

Appearance and Characteristics Circumstances	<p>Willingly takes on accountability of tasks defined by Functional Leads, and consistently follows these through.</p> <p>Demonstrates good commercial awareness and understanding of the consequence of Design activities on all areas of the business.</p> <p>Developing skills and a willingness to progress in leadership, helping to guide and coach less experienced team members as required.</p> <p>Has the ability to give constructive feedback to individuals in the team to allow them to grow and develop.</p>	
	Well presented.	
	Able to be flexible on working hours.	