



## Job Description / Person Specification

Management Development Team - Industry 4.0 Development Engineer		
<b>Department:</b> Management Development Team (Innovation)	<b>Company:</b> AESSEAL plc	<b>Job Ref No:</b>
<b>Reporting to:</b> Innovation Manager	<b>Location:</b> Global Technology Centre, Bradmarsh Business Park, Mill Close, Rotherham S60 1BZ	
<b>Job Holder's Name:</b>	<b>Signed:</b>	<b>Date:</b>
<b>Manager's Name:</b>	<b>Signed:</b>	<b>Date:</b>

### 1. Purpose of the Role

AESSEAL recognises that the future of engineering is in a digitally connected world. We are therefore looking for dynamic and confident individuals who share this vision and are willing to challenge the status quo so that we can develop products and processes to drive the future growth of the company.

As part of the role you will be exposed to many different aspects of how the company operates to gain an understanding of current products and processes. With this understanding you will be responsible for implementing physical or software based solutions and/or process improvements that will allow AESSEAL and its customers to be better connected in this ever changing digital world. You will also take part in development meetings with the Group Managing Director who will mentor and challenge you to develop into a future manager.

### 2. Why AESSEAL?

AESSEAL is a £170m revenue global engineering firm who design and manufacture precision engineered mechanical seals and seal support systems. Recipient of 13 Queen's awards, year-on-year sales and profit growth and multi million pound investments in facilities and machinery make AESSEAL a unique place to work.

In addition to its excellent business reputation, AESSEAL also prides itself on exceeding its social responsibilities. It is part of a number of very successful initiatives including; working with schools to inspire the next generation of engineers and entrepreneurs, sponsoring GUTS events, managing a wetlands wildlife sanctuary and reducing its environmental impact (carbon emissions and water usage).

#### Perks:

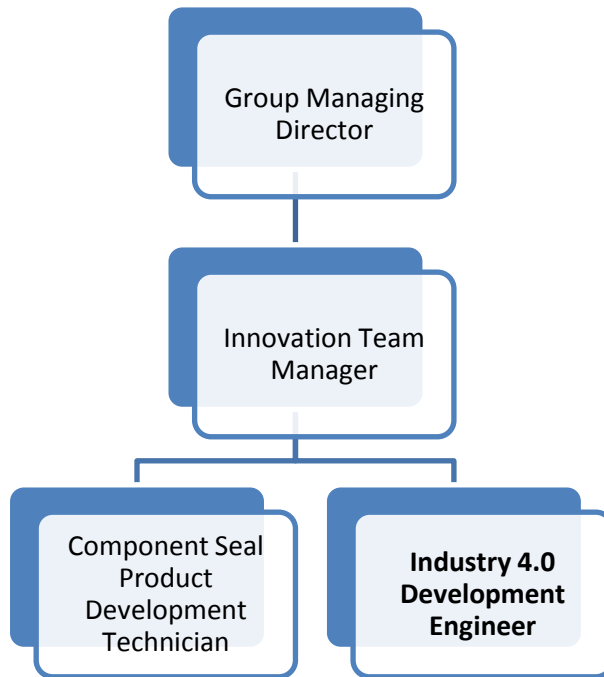
- ✓ Based in Global Headquarters located in a wildlife sanctuary with easy access to the M1
- ✓ Free secure car parking and bike storage facilities
- ✓ Free hot drinks
- ✓ Perks for People programme
- ✓ Work in a dynamic environment that embraces and champions continuous improvement
- ✓ Exposure to high level management including the Group Managing Director
- ✓ Opportunity to travel in the UK and potentially internationally
- ✓ Work in a dynamic clean and friendly work environment with onsite cutting edge machinery and test facilities
- ✓ Be part of a team who revel in challenging the way we operate as a business

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### What will the role entail?

- 2.1 To initiate product and process developments that enable improvements in efficiency, knowledge sharing/capturing or data integration or that give AESSEAL an “edge” in the market.
- 2.2 To implement and report measures of success in relation to implemented developments.
- 2.3 To take responsibility of any projects given and to be confident and able to drive continuous improvement initiatives throughout the business.

### 3. Organisation Chart:



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### 4. Principal Accountabilities

- 4.1 Product Development – You will be required to develop (from concept to release), unique products (whether they be physical or software based) which allow AESSEAL to stay ahead of the competition.
- 4.2 Process Development – You will be required to develop business processes that will ensure AESSEAL operates as effectively as possible, whilst also offering its customers compelling reasons to do business with us.
- 4.3 Project Management - You will be required to manage the projects that you are assigned or generate yourself efficiently, and be responsible for their development; through all areas of the business. You will need to ensure these projects support the company’s strategic goals while integrating the needs of wider group stakeholders.
- 4.4 Continuous Improvement - You will be assertive and take the initiative on information you have gathered across the business; using it as the basis for process or product development activities.
- 4.5 Problem Solving – You will need to be able think laterally and logically in order to overcome any issues or challenges in the development process.

- 4.6 Clear Communication – As part of the role you will need to present and discuss findings and ideas clearly and confidently with a variety of individuals in the business; ranging from the Group Managing Director to operatives in the factory.

N.B this list is not exhaustive, the job holder is required to carry out reasonable tasks within his/her level of skill and ability.

5. **Skills, Knowledge and Experience**

<b>Criteria</b>	<b>Essential</b>	<b>Desirable</b>
<b>Qualifications</b>	<ul style="list-style-type: none"> <li>• 2:1 degree minimum in a relevant business, or engineering discipline OR must be able to demonstrate this level of learning and development through experience</li> </ul>	<ul style="list-style-type: none"> <li>• 1:1 degree in a relevant business, or engineering discipline OR must be able to demonstrate this level of learning and development through experience</li> </ul>
<b>Skills &amp; Knowledge</b>	<ul style="list-style-type: none"> <li>• Excellent interpersonal skills</li> <li>• Excellent communicator both written and oral</li> <li>• Ability to work under pressure and to tight timescales</li> <li>• Competent in the use of MS Office packages.</li> <li>• Presentation skills</li> </ul>	<ul style="list-style-type: none"> <li>• CAD literate</li> <li>• Experience with Intellectual Property</li> <li>• Software programming skills using JavaScript, SQL Queries, C++ or C# and .NET.</li> </ul>
<b>Experience</b>	<ul style="list-style-type: none"> <li>• A minimum of 1 years' experience. (this could be a gap year or as part of an undergraduate course)</li> <li>• Must be able to demonstrate problem solving ability</li> </ul>	<ul style="list-style-type: none"> <li>• Previous work experience within an engineering or process driven organisation or role.</li> <li>• Experience in developing software using JavaScript, SQL Queries, C++ or C# and .NET.</li> </ul>
<b>Character</b>	<ul style="list-style-type: none"> <li>• Drive to be self-motivated and to motivate others.</li> <li>• Confidence to challenge the status quo</li> <li>• Ability to promote, embrace and manage change</li> <li>• Eager to assist in the continuous improvement of the organisation</li> </ul>	<ul style="list-style-type: none"> <li>• The desire to progress into a role managing others.</li> </ul>