



## JOB DESCRIPTION

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| <b>Job title:</b>      | Manufacturing Engineer (paint & finishing) |
| <b>Department:</b>     | Manufacturing Engineering                  |
| <b>Responsible to:</b> | Continuous Improvement Manager             |
| <b>Salary:</b>         | £40,000 - £45,000 p.a.                     |
| <b>Hours:</b>          | 40 hours per week, excluding lunch breaks  |

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### Job Purpose

This role will be responsible for Production Engineering projects within the whole factory, but with a particular focus on our paint department and other finishing processes. The work will include both daily production support and longer-term continuous improvement projects.

### Main duties

- Undertake continuous improvement projects to improve the efficiency and quality of manufacture.
- Offer technical support and problem-solving skills to production and the shop floor teams.
- Improve the Right First Time KPI and work towards a true zero-defect culture.
- Implement robust process control and be responsible for manufacturing change control.
- Improve manufacturing efficiency by analysing and planning workflow, space requirements, equipment layout and production schedules.
- Provide analytical support by calculating production, labour and material costs; reviewing internal processes vs outsourcing decisions and estimating future requirements.
- Maintain working relationships and establish feedback loops between production engineering, quality control, logistics, design and customer service departments.
- Assist with the planning and implementation of new equipment and technologies.
- Purchase required production equipment.
- Produce Standard Operating Procedures.
- Prepare technical resources for training purposes.
- Work closely with the in-house Tooling & Equipment department to produce in-house jigs and fixtures, produce requirement specifications, perform validation trials, produce installation plans and train operators.
- Work closely with the Quality Assurance team to ensure that defects are minimised, recorded and acted upon. Perform formal Root Cause Analysis reports when necessary.

### Skills and Requirements



- Technical experience of LEAN principles and other manufacturing theories.
- Problem solving experience using Root Cause Analysis, DMAIC or other techniques.
- Exceptional self-motivation and a pro-active confidence needed to identify and prioritise work.
- Project management skills and the ability to balance short-term fire-fighting with long term improvement projects.
- Excellent understanding of mechanical and engineering principals.
- Good communication skills and the ability to produce clear, precise work instructions.
- Ability to work in a team or alone and unsupervised as needed.
- A hands-on practical approach, ability to work with tools and machinery if required.
- Knowledge of Health and Safety law and best practice.

### **The Person**

The person fulfilling this role will be expected to develop their own competences, deliver results within agreed timescales and ensure all work is done to the highest standards. They must be consistent in the manner they tackle all tasks which are given to them and be able to create practical procedures which ensure that all projects are completed accurately.

The successful candidate must be able to establish and build relationships with others by listening to what they have to say and then act. They must give support and practical advice in areas where experience and knowledge are needed.

The ideal candidate will have the focus and drive to achieve targets, budgets and results. They must assert their authority when necessary to ensure agreed deadlines are achieved. They will draw conclusions by probing and contemplate the consequences of any action that is likely to be taken by proving the reliability of the information available.

The successful individual will be persistent and can see a job through to conclusion. They will be systematic, methodical, organised, factual, shrewd, hardworking. They will work within clearly defined parameters and drive to achieve results.

### **Education**

A degree in Engineering or a related field is desirable. The ability to demonstrate a solid engineering background in a relevant environment is essential, with at least 3 years' experience in manufacturing.

### **Job Profile**

#### **Steadiness (High S)**

- Individuals who possess attributes of patience, persistence and predictability.
- Support and servicing skills are important to the function of this role.
- Consistency and reliability are key for the demands of this role

#### **Compliance (High C)**



- A thorough, disciplined and detailed working style will be needed for this role
- The logical and detailed analysis of data and processes is a key component for this role
- The ability to comply with clearly defined rules and policies
- A cautious and detailed approach towards task completion will be required

#### Dominance (High D)

- The ability to solve problems and implement appropriate remedial measures is a necessary requirement for this role
- An assertive, but not an aggressive, style will need to be adopted.
- The ability to set tough goals may be an important role requirement.
- Reacting quickly to change is desirable

#### Influence (Low I)

- Able to create and nurture friendly short-term social relationships.
- Able to be analytical, sceptical and objective
- A communication and presentation style based on hard data and careful analysis will be preferred to one relying more on poise and charismatic influence.



## About the Company

The Brompton is acknowledged worldwide as the finest bicycle of its type. This excellence, combined with a resurgence in cycling for transport, means we are enjoying strong, sustained growth. If we are to continue to thrive, we need to recruit great people who can drive innovation of our products and the processes used to make them. We are proud of our bicycles and enjoy using them.

Brompton Bicycle manufactures in its factory in West London. We export 80% of our production to 44 countries around the globe and intend to produce over 50,000 bikes this year.

If you have enthusiasm, thrive on being given responsibility and want to make great products that make a difference to people's lives, we can offer you a job you won't find anywhere else.

## The Perks

Brompton offers you a very excellent working environment with enthusiastic colleagues who get along very well, communicate and co-operate with each other. The working climate is informal, but we work hard. Brompton offers you the opportunity to work in a responsible and challenging job within a dynamic, international and ambitious environment. We are all proud to be part of Brompton Bicycle.

- Position to thrive. Whether you're early in your career or an experienced professional, Brompton provides you with everything you need to excel in your job and for personal growth. You will be encouraged to increase your skillset and to attend relevant events.
- A choice of working hours, including a 9-day fortnight (i.e. every other Friday off).
- 20 days holiday plus Bank Holidays, rising the longer you stay with us.
- Large discount on your very own Brompton (family and friends get discount too).
- Workplace Pension Scheme, Season Ticket Loan, Childcare Vouchers, Flexible Working, Cycle to Work Scheme to name just a few.
- Birthday Breakfast, Family Fun Days, Christmas Parties, London to Brighton Bike Rides, Charity Raffles, Volunteering with the local community all go towards creating a working environment that is fun and enriching.

## How to Apply

If you feel that you fit within the Brompton team spirit and you can bring talent, innovation and enthusiasm to our workforce then please email your CV and covering letter to the People team, at [recruitment@brompton.co.uk](mailto:recruitment@brompton.co.uk). In the subject, please specify the role you are applying for. You are encouraged to submit when ready and not wait until the deadline.

*You should be advised that any applications submitted without a covering letter and CV will not be considered for the role.*

**Applicants must have the right to work in the United Kingdom.**

The Company reserves the right to vary or amend the duties and responsibilities of the post holder at any time according to the needs of the Company's business.

The statements contained in this job description reflect general details as necessary to describe the principal functions of this job, the level of knowledge and skill typically required and the scope of responsibility. It should not be considered an all-inclusive listing of work requirements. Individuals may perform other duties as assigned, including work in other functional areas to cover absences of relief, to equalize peak work periods or otherwise to balance the workload.