



Job description

Job title:	New Product & Process Engineering Manager
Department:	Manufacturing Engineering
Responsible to:	Head of Manufacturing Engineering
Salary:	£60,000 p.a.
Hours:	40 hours per week

About the Company

Brompton Bicycle manufactures in its factory in West London a folding bicycle that is generally considered the best on the market. The company is privately-owned, successful and profitable, and we have good relationships with our distributors and users.

We have an ambitious five-year plan which includes doubling production capacity, widening the product mix and tripling our turnover.

If you have enthusiasm, thrive on being given responsibility and want to be responsible for great products that make a difference to people's lives, then we can offer you a job with a unique company.

The Role

This role will lead the 'Factory of the Future' Production Engineering team of six engineers which will be responsible for the introduction of new products and new manufacturing processes at Brompton.

Brompton has an ambitious five-year plan which includes widening the product mix with new bicycle variants. This role will be responsible for determining how we manufacture these products and managing their introduction into production. New products will be integrated into our existing manufacturing and will have large effects on the current operations.

There are plans to further investment in the factory to increase flexibility, efficiency and quality. As we introduce new products and new routes to market, we will need to be able to respond quickly to change. This role will also be responsible for researching and introducing new manufacturing processes, automation and digital integration, to maintain a long-term competitive edge.

The New Product and Process ("NPP") team will sit within Manufacturing Engineering, alongside Continuous Improvement (responsible for production support and continuous improvement of existing products and processes), Tooling and Equipment (responsible for the design and manufacture of new jigs, fixtures and equipment) and Maintenance.

One of the Engineers reporting to this role will be responsible for our small satellite site in Sheffield, there will therefore be occasional requirements for this managerial role to travel to Sheffield to review progress.



Main Responsibilities

Engineering duties

New products

- Responsible for the successful introduction of new products and running changes to existing products.
- Project manage the introduction of new products within the NPI gate review process.
- Perform production impact analyses and PFMEA's during the development phases.
- Implement robust procedures and be responsible for manufacturing change control.
- Analyse capacity requirements, identify shortfalls and plan for future increases.
- Introduce robust manufacturing solutions to minimise the chance of Right First Time errors.
- Meet regulatory requirements and ensure that thorough traceability procedures are integrated with our ERP system where necessary.
- Work closely with the Design team to ensure designs are optimised for manufacture. Provide feedback from current operations to assist with the development of new and existing products.

New processes

- Be responsible for the implementation of new technologies and manufacturing processes within the factory.
- Research new advances in manufacturing technology and assess their suitability for bicycle manufacture.
- Introduce new digital software and data collection and use this to analyse factory outputs. Integrate this into our new ERP system.
- Maintain a holistic view of the whole factory and assess the strategic implications of new introductions on existing processes.
- Identify and liaise with suitable suppliers, produce CAPEX budgets and business cases, produce requirement specifications, negotiate new machinery purchases and introduce them effectively.
- Responsible for scenario planning, modelling, simulations and forecasting of manufacturing processes.
- Analyse capacity potential, optimise Kanban sizes and ensure the outputs of the various factory areas are balanced.
- Review internal processes vs outsourcing decisions and estimating future manufacturing requirements.
- Be responsible for product flow, space requirements, equipment layout and the factory layout.

Managerial duties

- Define roles and responsibilities within your team.
- Identify new roles required within the team and undertake succession planning.
- Recruitment of new engineers.
- Management of appraisals, promotions, disciplinarys, training and career development of team members.
- Weekly workload monitoring, adjusting and prioritising.
- Define the engineering projects for your team and oversee their project management.
- Offer guidance and support to the wider department.



Wider duties

- Work closely with the Tooling & Equipment department; produce specifications for new tooling and equipment, undertake verification trials, produce installation and introduction plans and manage their implementation.
- Work with the Quality Control department to improve product quality. Manage and undertake Root Cause Analysis investigations into defects.
- Work with the Purchasing department and assess supplier processes and perform make/buy decisions.
- Offer technical support and problem-solving skills to Production and the shop floor teams.
- Provide analytical support; suggest, calculate and monitor KPI's for your team. Report these in monthly management reports.
- Be responsible for the creation and adoption of Standard Operating Procedures.
- Be responsible for the preparation of technical resources for training purposes.
- Ensure exceptional Health and Safety procedures are kept throughout.

Skills and requirements

- Excellent self-motivation and the desire to pro-actively identify and undertake new projects.
- Project management skills and the ability to manage projects across departments.
- Experience of managing and prioritising the workload for yourself and your team.
- Ability to provide leadership, mentorship and strategic guidance to your team.
- Ability to work effectively with a wide range of characters and departments and promote open communication through excellent emotional intelligence.
- A keen aptitude and appetite for research.
- A critical, methodical mind capable of weighing up complex scenarios.
- Technical experience of LEAN principles and other manufacturing theories.
- Technical experience of Continuous Improvement methodologies.
- Complex problem-solving skills and experience using Root Cause Analysis, DMAIC or similar.
- Excellent IT literacy and experience with digital technologies.
- A hands-on practical approach.
- An awareness of Health and Safety law and best practice.

Experience

- An engineering background in a relevant environment is essential, with at least 5 years' experience in manufacturing.
- Experience directly managing a team.
- A degree in Engineering or a similar related field is essential.

The Person

The successful candidate must encourage others to have ideas and create new solutions to difficult problems and remain confident when dealing with negative situations that may arise. They will be expected to provide high levels of leadership and training when required and support their team to achieve the



departments objectives and meet budgets in place. The ideal person will be able to meet people with ease and motivate them to seek opportunities. They will be able to create a network of contacts who will be able to assist and benefit the business in a cost-effective manner.

The successful candidate will be able to remain rational when dealing with complex situations and work within the organizational requirements and processes to handle any conflict that may arise in a logical, factual and systematic way. They will be able to work within their technical area of expertise to continuously improve the quality of service and product provided.

The person occupying this role must have the focus and drive to achieve targets and provide results. They will enjoy challenging situations and take a systematic and perfectionist approach to all tasks. The ideal person will be positive, self-confident, participative, friendly, self-starting, inquisitive, imaginative, factual, consistent, self-disciplined and work well with processes and standard operating procedures.

Job Profile

Brompton utilises Personal Profile Analysis and Psychometric Assessment during the recruitment process. This allows to identify the ideal behavioural requirements for each job function in terms of Dominance, Influence, Steadiness and Compliance. The ideal behavioural profile for this role is set out below:

Influence (High I)

- The possession of leadership and motivational skills will be vital to this function.
- Will be able to establish and cultivate inter-personal relationships with others.
- Will be able to create of a positive and friendly working environment.
- The ideal person will be are able to participate naturally and willingly with others.
- Influencing and motivational skills are critical requirements for the role.

Compliance (High C)

- A thorough, disciplined and detailed working style is necessary for this role.
- The logical and detailed analysis of data and processes is a key component of this job.
- Consistently complying with clearly defined rules and regulations will allow the successful person to work effectively within this role.

Dominance (High D)

- The person in his role will be able to deal with challenges from strong characters in a competent manner.
- Being inquisitive and willing to over-ride convention may be expected on occasions.
- The person in this role will need to be proactive in various situations.
- The role may call for the preparedness to venture into the unknown.

Steadiness (Low S)

- Patience, leniency and stability are values will have to sacrificed on occasion in order to complete various tasks.
- The ability to demonstrate flexibility in approach and a persistent approach to ensure assignments/tasks are completed on time are an important aspect of this role.
- The person will possess an energetic style that will eb compatible with the more dynamic and fast paced demands of this job.



Benefits

Brompton offers you an excellent working environment with enthusiastic colleagues who get along, communicate and co-operate well with each other. The working climate is informal, but we work hard. Next to good terms of employment, 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 Ltd; we all share the same passion and dedication to the company and the product, despite any differences in cultural backgrounds and skills.

- Large discount on your very own Brompton (family and friends get discount too).
- 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.
- Workplace Pension Scheme, Season Ticket Loan, Flexible Working, Cycle to Work Scheme and other similar benefits.
- Birthday Breakfast, Family Fun Days, Christmas Parties, Annual 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. In the subject, please specify the role you are applying for.

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.