

Company	OMEX Agriculture Ltd.
Main Site	Bardney
Job Title	Engineering Manager
Contract Terms	Full time, Permanent

OMEX

OMEX is the market leader in liquid fertilisers in the UK, manufacturing and exporting a unique range of plant nutrients and crop health promoters nationally and internationally. OMEX is an innovative and exciting place to work.

Overview of Role

Delivering high plant reliability, maintaining asset integrity and providing support for future development of the Omex Agriculture sites, including CapEx projects.

Driving reliability improvements and asset care optimization strategies through the local engineering team with support from specialist contracting companies as required.

Management of engineering activities across the Bardney (~80%), Estuary Road (~15%) and Ipswich (~5%) sites with support from the UK Operations Manager and Site Managers.

Production and management of the engineering budgets for the three sites.

Key Responsibilities

- **Health and Safety:** Ensure all engineering activities are executed safely and in accordance with RAMS and the Control of Work procedures.
- **Delivery of Site Performance:** Support site performance delivery by ensuring plant reliability standards are defined, documented and met.
- **Engineering Consumables and Tools:** Responsible for the safe storage and stock control of engineering consumables and tooling.
- **Engineering Planning:** Manage the planned and breakdown maintenance requirements across the sites using the electronic Computerised Maintenance Management System (CMMS) striving for greater planned and reduced reactive maintenance.
- **Safety and Compliance:** Ensure all work is carried out safely, applying the appropriate risk assessments and safe systems of work, while maintaining compliance with health, safety, quality, and environmental management systems. Lead timely investigations and reviews into any safety or equipment compliance issues.
- **Continuous Improvement:** Develop a culture of continuous improvement within the team, suggesting and implementing changes to improve plant safety, efficiency, and productivity. Implement the site's long-term improvement program and operational excellence initiatives. Ensure non-conformances are effectively closed out with the correct corrective actions and preventative actions (CAPAs) identified.
- **Team Leadership:** Establish a strong team, communicating effectively to maintain high team morale. Drive team competence, discipline, and ensure high-quality compliance through developing and enforcing procedures. Provide hands on trouble shooting and coaching to the engineering team.

- **Training and Development:** Ensure relevant training is identified, delivered, and up to date, supporting workforce development and retention efforts. Regularly monitor staff training and mandatory certifications.
- **Resource Management:** Allocate engineering resources effectively to react to work priorities and production demands. Manage staff, equipment, and materials efficiently to support production schedules.
- **Maintenance Oversight:** Working closely with the Site Manager, organise the repair and routine maintenance of production equipment, site services, and facilities. Oversee regular site inspections to ensure compliance with processes.
- **Documentation and Reporting:** Compile and maintain accurate records of engineering activities, including equipment inspection, and compliance reports. Provide regular updates to senior management on engineering performance, risks, and improvement plans. Produce monthly reports to the Operations Manager.
- **Turnaround (Shutdown) Management:** Ownership of the Turnaround planning process. Collaborate with the Site Manager and Contracting companies to ensure plant is returned online, on time, effectively and efficiently.
- **Supplier and Vendor Management:** Manage vendor performance and contracts for engineering activities.
- **Engineering Standards:** Own and keep up to date all engineering standards, including auditing and certification processes.
- **Sustainability Initiatives:** Implement environmentally sustainable practices, reduce waste, and optimise resource use
- **Budget and Financial Management:** Develop and manage the three sites engineering budget, ensuring cost control and efficient resource use to meet financial targets.
- **Innovation and Technology:** Drive the adoption of new technologies and automation to improve site operations.
- **Stakeholder Engagement:** Represent the sites in meetings with senior management and stakeholders, offering insights and reports on engineering progress, risks, and strategic plans.

Qualifications, skills and experience

The successful candidate is likely to be degree qualified in an engineering discipline and must have experience of leadership in an industrial manufacturing environment. Experience in compliance with safety, environmental, and quality management systems is essential, along with a good understanding of best practices within the chemical industry.

The successful candidate must be capable of working to tight timescales, delegating effectively, working comfortably under pressure, and being an approachable leader.

Desired attributes include:

- Proven track record in engineering leadership, management, and employee development.
- Flexibility and willingness to take the lead in challenging existing knowledge and processes.
- Computer literate, with competence in Microsoft Office. Experience with Microsoft Business Central and Shire would be advantageous.
- Excellent written and oral communication skills.
- Ideally possess NEBOSH NGC (or equivalent) in Occupational Health and Safety.
- Full UK driving license.

Working Hours: Standard working hours are 45 hours per week, from 7:30 am to 17:00 pm, Monday to Friday. Additional hours and weekends are expected during peak production times.

The post holder should support the OMEX team in excellence for the Vision strategy & Focus on the Values of the business (see below).

Vision Strategy	
Omx: Optimising Life's Essentials	<p>Our vision is to optimise life's essentials – food, energy and water – so people and planet can thrive for generations to come.</p> <p>We do this through cutting edge, science-driven solutions that nourish soils and crops, power cleaner energy and purify water – turning vital resources into resilient systems to ensure we can all flourish in a changing world.</p>

FOCUS on Values	
Be in it for the long term.	The best results come from long lasting relationships. So, think beyond the quick win. Invest in trust. Be there, be steady. And create value that endures.
Embrace the challenge, see the opportunity.	A challenge is simply opportunity in progress. With curiosity, agility and a can do mindset, we turn obstacles in better ways forward for our colleagues, customers and communities.
Roll up your sleeves & pursue excellence.	We're all in and committed to quality. We bring energy, passion and high standards to everything we do. By giving our best and working as a team, we deliver excellence that helps our world thrive.
Grow together, whether the weather.	Storms pass, but strong partnerships endure. We learn continuously, support each other, and grow stronger by sticking together through every season.
Do the right thing. Always.	We put people first – customer, colleagues, and partners. Acting with integrity empathy and respect, even when it's heard is how we earn trust and build lasting relationships.