

Person Specification

Job Title	Asset Maintenance Group Manager
Job Holder	
Reports To	Operations Engineering Manager
Date	January 2020

		Essential	Desirable	Method of Assessment
	Educational Attainment			
E1	Engineering Qualifications – HND/HNC/NVQ 3/Apprenticeship	X		Application form/Certificate
	Work Experience			
E2	A minimum of 10 years' experience in a supervisory position managing technician grade staff, in the GMP or process sector.	X		Application form
E3	Experience of delivering planned routine maintenance activities on time in full.	X		Application form/Interview
D1	Experience of the requirement to achieve zero overdue statutory or regulatory maintenance activities.	X		Application form/Interview
D2	Experience working in a GMP environment with a track record of delivering compliance.		X	Application form/Interview
D3	Delivering engineering works up to £2M per annum.		X	Application form/Interview
	Knowledge/Skills/Aptitude			
E5	Ability to diagnose and solve routine maintenance issues using a structured approach.	X		Application Form
E6	Able to apply measurement and charting techniques as part of structured improvement projects.		X	Interview
E7	Ability to influence, negotiate and persuade.	X		Interview
E8	Ability to reach decisions on staff issues objectively, consistently and fairly, using discretion where appropriate.	X		Interview/Assessment
E9	Ability to work without supervision and able to judge when advice and support is required.	X		Interview
E10	Ability to effectively prioritise and to balance multiple potentially conflicting demands.	X		Interview
E11	Experienced in the use of Permit to Work systems within a process plant environment.	X		Application form / interview

E12	Experience as a user of a computerised maintenance management system (CMMS).	X		Application form / interview
E13	Circumstances Availability for out of hours working and potential unsociable hours support.	X		Application Form