



Job & Person Specification – Employee Level

Job Title	Reliability Engineer	Reports To:	Engineering Supervisor
Business Unit / Location	Europe / Burntwood	Department / Function	Maintenance

Job Purpose
 A designated resource who will take a hands-on approach to improving equipment reliability, driving continuous improvement initiatives, and ensuring effective maintenance planning. The role requires a strategic thinker with a passion for optimising equipment performance, reducing downtime, and enhancing overall operations efficiency to lead the reliability strategy at our site.

- Person Specification – Essential**
- Apprenticeship-trained engineer with strong electrical engineering expertise.
 - Proven experience in reliability engineering, maintenance planning, and equipment management.
 - Strong knowledge of electrical systems, including PLCs, electrical schematics, and control systems.
 - Experience with condition-based monitoring tools (vibration analysis, thermography, etc.) and data-driven maintenance strategies.
 - Proficiency in CMMS software (e.g., SAP, Maximo) for maintenance planning and analysis.
 - Demonstrated experience in project management and ability to lead cross-functional teams.
 - Familiarity with root cause analysis (RCA) techniques and continuous improvement methodologies such as Six Sigma or TPM.
 - Strong communication and collaboration skills, with the ability to train and mentor staff.
 - Knowledge of health, safety, and environmental compliance regulations and best practices.
 - Strong organisational skills, with experience in stores management and critical spare parts control.
- Good communication and interpersonal skills.
 - Ability to work in a fast-paced environment.
 - Ability to work independently with minimal supervision and effectively prioritise tasks.
 - Team Leader experience

- Desirable**
- Experience managing maintenance within a manufacturing, industrial, or process engineering environment.
 - Certifications in reliability engineering or continuous improvement methodologies (e.g., Six Sigma Green Belt).
 - Strong understanding of energy efficiency and sustainability practices for electrical systems.

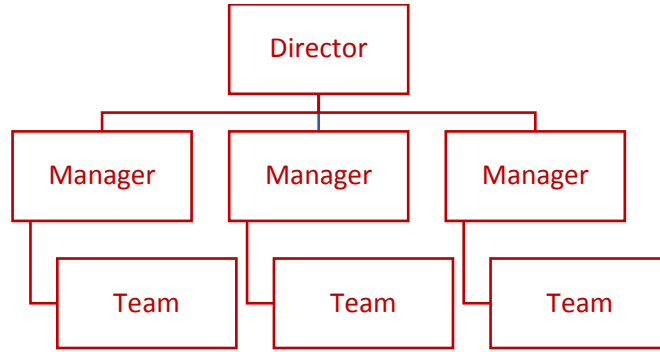
- Accountabilities**
- Lead Reliability Strategy**
- Act as the site lead for reliability, focusing on critical spares management, equipment standardisation, condition-based monitoring, planned maintenance, and downtime analysis.
 - Lead initiatives to improve equipment reliability, utilising data-driven approaches and predictive maintenance tools.
 - Prepare and present reports on equipment performance, downtime trends, and reliability improvements.
- Maintenance Planning & Optimisation**
- Develop and manage comprehensive maintenance schedules, ensuring all preventative and predictive maintenance tasks are carried out on time.
 - Implement and oversee the use of a Computerised Maintenance Management System (CMMS) for effective planning and reporting.
- Contractor and Supplier Management**
- Manage contractor visits, ensuring routine and specialist maintenance tasks are completed to high standards.
 - Foster strong relationships with external suppliers, ensuring timely procurement of materials and adherence to service-level agreements (SLAs).



<p>Project & Asset Management</p> <ul style="list-style-type: none"> • Lead and manage capital and reliability improvement projects, from planning to execution, ensuring alignment with budgets and timelines. • Oversee the entire lifecycle of electrical and mechanical assets, from commissioning to decommissioning, and monitor total cost of ownership (TCO).
<p>Root Cause Analysis (RCA) & Continuous Improvement</p> <ul style="list-style-type: none"> • Develop and drive root cause analysis (RCA) processes on site, facilitating sessions, training staff, and implementing corrective actions to prevent recurring issues. • Champion continuous improvement initiatives, applying tools such as Six Sigma, Lean Manufacturing, or Total Productive Maintenance (TPM).
<p>Stores & Purchasing Management</p> <ul style="list-style-type: none"> • Manage spare parts inventory, ensuring critical spares are available to minimise downtime. • Lead the purchasing process for all maintenance-related materials, ensuring cost-effective procurement and inventory control.
<p>Risk Management & Safety Compliance</p> <ul style="list-style-type: none"> • Identify and mitigate risks associated with equipment failures and production stoppages through robust risk management strategies (FMEA, HAZOP). • Ensure all maintenance activities adhere to health, safety, and environmental standards, promoting a safe working environment.
<p>Training & Development</p> <ul style="list-style-type: none"> • Provide training and guidance to operational and maintenance teams on reliability strategies, including preventative and predictive maintenance techniques.

Values	Employee Competency
<p>Be Collaborative <i>We are one worldwide family that cares deeply about each other; we work together, supporting one another to achieve our shared goals.</i></p>	<p>Is a positive, open & supportive team member</p>
<p>Be Brilliant <i>We are ambitious and we build on our rich history of innovation with entrepreneurial agility, sharing inspired ideas that will evolve our business.</i></p>	<p>Be the best you can be</p>
<p>Be Accountable <i>We take ownership and pride in the work that we do, being responsible for the results we achieve and supporting others to do the same</i></p>	<p>Contributes positively</p>
<p>Be responsible. <i>We take our responsibility to society seriously; we are committed to always doing the right thing, and acting in a sustainable, ethical way</i></p>	<p>Promote and contribute to the required standards, raising concerns if necessary</p>
<p>Be Respectful <i>We will always value each other, and every single member of the Baxters family will be treated with openness and clarity, fairness and inclusion.</i></p>	<p>Be kind, considerate, and respectful at all times</p>

Organisation Chart



Created By:	
Date:	