

Job Advert

- Post Title:** NPI Manufacturing Engineer
- Reporting to:** Manufacturing Engineer Manager
- Working Hours:** Full time
- Salary:** To be discussed at interview

We are Ashwoods Electric Motors – an innovative and rapidly-growing cleantech engineering firm based in the South West of England – and we design and make electric motors that are smaller, lighter, more efficient and cheaper than comparable incumbent designs. Our products are attracting global interest and we are now rapidly expanding to meet the requirements of our ever-growing customer base.

Our mission is simple: to deliver solutions and products that enhance product value, performance and competitiveness for our clients.

Purpose

Be responsible for processing NPI projects through our structured gated system. Engage internal and external resources to ensure projects are delivered on time, cost, and quality and in line with project requirements/objectives.

Support manufacturing with new / existing products to produce our motor ranges in the most effective, efficient & economic way possible.

Main Responsibilities

- Ensure the safety of employees is being safeguarded through rigid execution of the safety policy.
- Work closely with the NPI project management / design teams to ensure final product specifications are suitable for mass production.
- Take the prototype designs and develop suitable manufacturing procedures, including automated processes where deemed necessary for new and existing products.
- Ensure that everything is in place to allow new products launches to be successfully implemented into our manufacturing line. Minimise teething issues and faults through PFMEA and formal root-cause analysis investigations.
- Aid the management team with robust feedback loops between departments, and communicate lessons learnt once products are in production.
- Work closely with in-house teams and external suppliers to produce the best possible jigs / fixtures and equipment to support manufacturing processes.
- Resolving issues with production process, equipment and improving their efficiencies.
- Assist with all other aspects of motor volume production where required:
 - Production processes from order generation to customer delivery.
 - Support and develop the manufacturing part of our MRP system.
 - Aid with Production Planning and scheduling when required.
 - Evaluate existing manufacturing processes and workflows to identify areas that could benefit from changes and improvements
- Support production staff and help them develop through training.

- Aid with the design, build and evolution of the business's production capability, within the U.K and abroad.
- Safeguard product and process quality. Work closely with the Quality Assurance team to ensure that defects are minimised but are also recorded and acted upon.
- Creating documentation that supports manufacturing (e.g. Process flow maps, PFMEA's, Control plans, work
 - instructions, visual aids, tool registers) to ensure compliance and consistency of our build process.

Comply to the Ashwoods Management Systems of Health & Safety, Environmental and Quality.

Skills, Qualifications and Experience

Essential

- A degree in Production Engineering, Manufacturing Systems Engineering or a similar discipline.
- At least 5 years varied production experience including time in an SME.
- Experience of overseeing in-house product quality control.
- Strong organisational, analytical and communication skills
- Experience of working supply chain management and MRP systems, preferably Exact.

Desirable

- Knowledge of CAD (SOLIDWORKS) useful.
- Experience of designing and delivering new production facilities from scratch would be beneficial.
- Knowledge of automated production and programming.

Minimum Competencies

- **Accountability:** Being accountable and passing on accountability for one's own actions and those of colleagues and the organization.
- **Leadership:** The ability to provide direction and guidance to a group of people and to encourage cooperation between team members in order to attain an objective.
- **Attention to Detail:** The ability to process detailed information effectively and consistently
- **Initiative:** The ability to recognize and create opportunities and to act accordingly. Rather starting something than waiting passively for it to happen.
- **Problem Analysis:** The ability to detect problems, recognize important information, and link various data; to trace potential causes and look for relevant details.
- **Assertiveness:** The ability to bring one's views across clearly without damaging the relationship with the other party.

All employees are expected to strive to meet the company values of Excellence, Accountability, Passion, Adaptability and Innovation.

Personal Characteristics

- Personal accountability
- Reliability
- Self-motivated and the ability to motivate others.
- Good powers of communication
- Sense of humour

Benefits

- Competitive Salary and Pension scheme.
- Participation in employee bonus scheme.
- Outstanding quality of life.
- 24 days holiday per year, rising annually by 1 day to 29 days.
- Staff social events.

How to Apply

If you think this job is for you then why not email us, briefly summarising why you'd be great for this role and including a copy of your CV to work@ashwoods.org. No recruitment agencies please.