

Position Summary			
Position Title	Engineering Manager		
Position Number			
Dept/Group/Project	Operations		
Location	Vietnam		
Reports to:	Operations Manager		
Direct Reports:	Spool, Machine, HVAC and Production Superintendants		
Key Relationships:	Internal	External	
	General Manager, Project Managers, All Departments, Accounting, Purchasing/Logistics, Design	Sub Contractors, Suppliers, Clients,	
Approved By:	General Manager	Date:	May 2010

Position Purpose
Responsible for the overall quality of engineering in the yard while providing leadership and maintaining a focus on achieving results efficiently and safely

Key Responsibilities & Accountabilities
<p>Task Management</p> <ul style="list-style-type: none"> • Manage the output of the Engineering Department. Responsible for on time, on budget, delivery of engineering work • Contribute to vessels and other specified products and services being produced and delivered in accordance with contractual requirements and specifications • Ensure OHS&E guidelines and policies are carried out • Implement the engineering aspects of lean manufacturing and modular manufacturing • Ensure Engineering Department meets and maintains ISO standards • Develop and maintain work breakdown schedules • Accountable for QA/QC of all engineering work. Maintain production and quality • Provide high level of leadership in the resolution of design and construction issues as and when they may arise on a project • Continually seek to identify and minimise areas of risk • Deliver regular communications & progress reports to the Operations Manager • Budget reporting and management • Identify and reduce waste wherever possible

People Management

- Provide leadership to all employees and sub contractors in the Engineering teams. Coach, develop & mentor key staff.
- Develop and maintain a positive team environment
- Direct multidisciplinary teams
- Conduct regular & timely Performance Review for all direct reports
- Give both positive and negative feedback to employees about their performance in a timely and constructive manner
- Encourage cooperation across all teams in shipyard

Interpersonal Management

- Client liaison including cooperation with client representatives on site
- Ensure excellent communications with all levels of staff
- Ensure liaison with shipyard management to ensure performance is consistent with the SM (V) aims and priorities
- Develop and maintain key external relationships with partners, clients, official bodies and organisations
- Internal and external negotiation, be able to accept realistic compromises when necessary
- Develop a strong network of industry suppliers, subcontractors and contacts.
- Support the restructuring of the yard to improve material and production flows

Information Management

- Manage all workflow documentation and reporting
- Develop full understanding of scope and impact across different departments/projects/areas of business
- Quantify implications of decisions to other areas

Personal Management

- Look for opportunities to continue to develop professionally and as a leader
- Show personal accountability for the achievement of objectives
- Keep up-to-date with the industry best practice and monitor actions of competitors

Knowledge, Skills and Experience**Essential:**

- Internationally recognised Engineering Qualification
- Minimum 5 years experience as a Marine Engineer and/or Project Manager with proven track record within similar industry (Engineering, Ship Building, Civil or Commercial Construction, Heavy Manufacturing, Oil & Gas)
- Proven leadership skills and ability to manage large, diverse teams.
- High level negotiation and dispute resolution skills.
- Performance and outcome orientation
- Commercial acumen
- Experienced in contractual management
- Mature and patient. Ideally experienced in working with other cultures
- Commitment to continuous improvement, safety, teamwork and open communications.