

## Production Engineer

**Location:** St Leonards on Sea, East Sussex

### Introduction

Photek is a specialist manufacturer of vacuum-based tubes and camera systems for charged particle detection and imaging (photon, electron, and neutron); this includes Camera Systems, Image Intensifiers, Photomultiplier Tubes, Neutron Detection and Imaging Systems, Streak Tubes plus a range of associated electronics. The company is based in St Leonards on Sea, East Sussex and has around 55 employees. Photek is part of the Tibidabo Scientific Industries group of companies.

### The Role

Photek is seeking the right individual to join the Engineering team in the role of Production Engineer. The Production Engineer supports the Production team by planning and creating production processes that minimise waste and maximise efficiency and quality, as well as identifying, determining and analysing root causes for production issues, implementing and managing appropriate problem-solving solutions, as required.

### Reporting, Location & Travel

This is a full-time, office-based role reporting to the Engineering Manager, with regular dialogue and liaison with the Engineering and Production teams. There may be an occasional requirement for national and international travel, primarily to meet customers and support product deployment.

### Key Responsibilities

Responsibilities include, although are not limited to the following:

- Monitor processes and subsequent performance, working with Production Operators to ensure processes are executed as accurately and efficiently as possible
- Provide training to Production Operators to ensure their understanding and adherence to standard production procedures
- Ensure sufficient time and care is taken to maintain the required quality standards in all production processes
- Take appropriate and effective action to address and resolve any problems or delays in production
- Utilise the 8-step problem solving methodology to resolve production issues, identifying and implementing corrective actions as necessary where issues are considered as critical by Quality
- Ensure the working area and equipment are maintained to a standard conducive to the highest product quality standards and safety
- Participate in NPI and new equipment evaluation
- Participate in transitioning engineering processes, equipment and practices in Production
- Perform Corrective Action activities, as required
- Promote continuous improvement and Lean manufacturing activities across Production areas
- Participate in value engineering and cost and time reduction initiatives, as required
- Improve manufacturing efficiency by analysing and planning workflow, space and equipment layout requirements
- Liaise with suppliers and other service providers, as required

### Relevant Skills & Competencies

Successful candidates should be able to demonstrate the following relevant skills and competencies:

- Highly organised with the ability to multi-task and prioritise workload and tasks
- A proactive and positive attitude with a strong, practical approach to problem-solving
- Equally able to work alone and as part of a team, adopting a collaborative approach with the ability to motivate and lead others, ensuring work is done within required timescales to the highest possible standards
- Strong attention to detail and to the highest possible standard
- Good communication skills, both written and verbal and able to work effectively and build relationships at all levels
- Proven ability to perform under pressure

## Job Description Cont/...

### Relevant Knowledge & Experience

Candidates should assess their suitability against the following essential and/or desirable requirements:

#### Essential:

- Mechanical and/or Production Engineering qualifications to HND level or similar
- Demonstrable Mechanical and/or Production Engineering experience including mechanical assembly and design, incorporating jigs and fixtures
- Ability to read, understand and interpret mechanical engineering and technical drawings
- Proficient in Microsoft Office products

#### Desirable:

Although not essential to the role, the following are considered as desirable skills and/or qualities for the position:

- Degree qualified in Mechanical or Production Engineering, or equivalent
- Experience in low to medium volume manufacturing is desirable, although not essential
- Knowledge of vacuum technology, brazing technology and welding techniques would be beneficial to the role
- Knowledge and use of machining equipment such as lathes, drills, mills etc. would be advantageous
- Prior knowledge and experience of ERP/MRP systems would be beneficial

### Employee Benefits

In return for a rewarding and fulfilling career, successful candidates can look forward to receiving a competitive salary, plus the following employee benefits:

- **Annual Leave Entitlement:** Employees have 20 days annual leave entitlement each year for use between January and December; this is in addition to Bank Holidays of which there are typically eight. Leave entitlement increases by 1 additional day for each full holiday year of service, up to a maximum of 5 additional days; this provides a maximum of 25 days entitlement after 5 complete holiday years.
- **Pension Scheme:** eligible employees will be automatically enrolled into the company's Group Personal Pension Scheme with Royal London after completing three months' service. Contributions are made at 3% Employer and 5% Employee, although employees may increase their contributions if they choose.
- **Employee Assistance Programme (EAP):** all employees have access to the company's EAP which provides employees with free access to a confidential helpline providing immediate help and support with any issues, whether work related or personal for employees and their family.
- **Cyclescheme:** Employees have the opportunity to purchase bikes and accessories at significantly reduced rates, with repayments made through salary sacrifice over a period of 12 months.
- **Home & Tech Scheme:** similar to the Cyclescheme, Employees are able take advantage of discounted rates at Currys, Ikea & John Lewis, purchasing anything from laptops, phones and appliances to furniture, kitchen and tableware and more, with repayments made through salary sacrifice over a period of 12 months.
- **Birthday Leave:** employees can book a day's Birthday Leave each year to celebrate their birthday.

Full details of the Employee Benefits are available upon provisional offer of employment.