



# Gilbert Gilkes & Gordon Ltd

Candidate Brief



## Background

Gilkes delivers innovative, single source solutions to the Small Hydropower & High Horsepower Engine markets.

Working meticulously with our customers to ensure the very best in product design, total cost of ownership & operational excellence, our range of hydropower turbines and engine cooling pumps deliver solutions to meet the most demanding of technical specifications and environments.

With international credentials earned in over 85 countries, a Royal Warrant and over 165 years of design and manufacturing experience behind us, we are small enough to be agile and responsive, whilst large enough to have the technical and engineering competence needed to be one of the world's leading brands.

Headquartered in Kendal in the English lake district, Gilkes is an independently owned business with circa 160 employees across the world.

We have manufacturing sites in Kendal and Houston, Texas as well as a sales office in Tokyo, Japan.

## Our Purpose

Our values-based approach has been shaped from a 165 year heritage as a family-owned business. We believe in developing ethical business relationships with a positive environmental focus that bring about long-term sustainable success. Our people are committed to ensuring that Gilkes' products make a meaningful difference & provide a platform for the transition to a low carbon economy.

## People & Culture

We strongly believe that our people are the ultimate differentiator & are at the heart of everything we do. It is their passion, creativity, hard work & dedication that enables Gilkes to grow & prosper.

Gilkes invests in its people & in developing a positive organisational culture.

Our four key values are:

- Teamwork
- Integrity
- Excellence
- Commitment

## Current Position & Context

Gilkes is moving fast to adapt to an ever changing economic environment, ensuring we continue to be relevant in our chosen markets.

The organisation recently carried out a strategic review & adjusted its cost base in response to the pandemic.

Pumps is seeing growth & we have had huge interest in our new small marine pump from all of the big players including Caterpillar, Volvo, Scania & John Deere.

The small Hydro market is trending towards energy recovery & we are well placed to fully exploit this with our current product portfolio.

The Hydro aftermarket, especially in the UK, offers real growth prospects for Gilkes and we are aligning Service, Modernisation and Electrical to take full advantage of these opportunities.

## Our Business Model & Strategy

<p><b>What we do...</b></p> <p>We leverage opportunities through our expertise, dedication &amp; agility</p>	<p><b>Client Acquisition &amp; Development</b></p> <ul style="list-style-type: none"> <li>• Our customer-facing teams build &amp; maintain a dialogue with clients based on openness &amp; transparency</li> <li>• We build &amp; maintain our customer relationships based on ethical behaviour</li> </ul>	<p><b>Project Delivery</b></p> <ul style="list-style-type: none"> <li>• Our aim is to deliver projects 100% on-time-in-full</li> <li>• A formal process exists to ensure the most efficient use of resources &amp; competencies</li> </ul>	<p><b>Product Life Cycle Management</b></p> <ul style="list-style-type: none"> <li>• We actively manage &amp; support our products as they transition through their life cycle from New &gt;&gt; Spares &gt;&gt; Service &gt;&gt; Refurbishment</li> </ul>
<p><b>How we do it...</b></p> <p>We continually improve our products &amp; services to support our customer's success</p>	<p><b>Customer Service</b></p> <ul style="list-style-type: none"> <li>• When required by our customers, we go the extra mile without question</li> <li>• We stand by our products &amp; believe in doing what we said we would do</li> </ul>	<p><b>Focus on Productivity</b></p> <ul style="list-style-type: none"> <li>• Business Excellence is embedded throughout the organisation</li> <li>• We critically review our end-to-end business processes to eliminate non value-added practices</li> </ul>	<p><b>Expanded Offerings</b></p> <ul style="list-style-type: none"> <li>• Expanding our product offerings to meet our customers' needs</li> <li>• Offering solutions with unique value propositions</li> </ul>
<p><b>Our competitive advantage...</b></p> <p>We strive to maintain a high performance workplace for our employees to excel</p>	<p><b>Our People</b></p> <ul style="list-style-type: none"> <li>• We believe our people are the ultimate differentiator</li> <li>• We are working to create a culture of empowerment &amp; achievement</li> </ul>	<p><b>Our Processes</b></p> <ul style="list-style-type: none"> <li>• High productivity is a competitive advantage</li> <li>• Our processes are designed &amp; managed to optimise stakeholder value</li> </ul>	<p><b>Our Agility</b></p> <ul style="list-style-type: none"> <li>• We use mechanisms to identify changes in the external environment &amp; translate these into potential opportunities</li> <li>• We are continually developing our technology portfolio to meet these opportunities</li> </ul>

## Structure & Governance

The Board	
Approves strategy & leads Gilkes to achieve long-term success	
<b>Chair</b> <ul style="list-style-type: none"> <li>Leads the Board &amp; ensures it operates effectively</li> <li>Maintains a culture of openness &amp; debate</li> <li>Ensures effective dialogue between the Board</li> </ul>	<b>Executive Directors</b> <ul style="list-style-type: none"> <li>Day-to-day management of the business</li> <li>Implementation of strategy</li> </ul>

The Management Team	
Responsible for the ongoing management of the business. Runs the business day-to-day & delivers performance in line with the strategic plan. Meets on a monthly basis led by the CEO.	<ul style="list-style-type: none"> <li>Responsible for the development &amp; delivery of business plans &amp; forecasts</li> <li>Monitoring of operational &amp; financial performance</li> <li>Health &amp; safety management</li> <li>Improving quality standards</li> </ul>

## Some of Our Customers

### Hydro



### Pumps



## The Appointment

<b>Role Title</b>	Electrical Engineer
<b>Reporting to</b>	Engineering Manager
<b>Company</b>	Gilbert Gilkes & Gordon Ltd
<b>Website</b>	www.gilkes.com
<b>Based</b>	Kendal, Cumbria
<b>Remuneration</b>	£33,000 to £43,000 per annum
<b>Other Benefits</b>	Generous pension scheme 25 days annual leave, plus bank holidays Life Assurance Retailer discount benefits

### Overview

Gilkes is looking to appoint an experienced Electrical Engineer to join our well-established engineering organisation, based in our head office in Kendal, Cumbria.

Gilkes has a long engineering history in hydro engineering, during this time circa 6700 turbines have been installed worldwide with many still operational today.

### Preferred Experience

- Provide electrical expertise into the design and sales processes to ensure that control, automation and power equipment conforms to customer requirements whilst complying with the relevant statutory legislation
- Ensure the delivery of refurbishment and upgrade work, considering, specification, time and resource constraints
- Attend site to commission and service hydro equipment
- Testing and validation of control and power equipment; troubleshoot and analyse control/power system faults
- Checking schematic drawings, layouts, in order to ensure correct manufacture
- Create documentation for validation of machine performance and handover to customer
- Prepare control narratives in accordance with client expectations
- Using PLC software design, programme and test control systems prior to delivery to site

### Person Specification

Gilkes is looking for an engineering professional with strong teamworking skills. You will have good stakeholder management interpersonal, communication and influencing skills, being able to successfully build and manage relationships with a diverse range of customers and suppliers. You will have a high level of attention to detail and excellent organisational skills, with the ability to work to deadlines.

Graduate applications will be considered.

To apply: Please send your CV and covering letter to [recruitment@gilkes.com](mailto:recruitment@gilkes.com)

### The Role

Reporting to the Engineering Manager, the Electrical Engineer is responsible for the design/specification and review of Hydro Electrical equipment, commissioning hydro equipment, undertaking inspection work, and for providing electrical support to the Hydro Engineering department. This is an office-based role, but with extensive travel to UK and overseas hydroelectric sites.

### Expectations

- Uphold the company's Code of Conduct
- Have a desire to learn and improve skillsets
- Represent Gilkes positively and appropriately

### Other experience/personal skills

- An electrical engineering qualification (degree preferred) together with at least three years relevant professional experience in an engineering / manufacturing role.
- Experience with design/specification of electrical control equipment for rotating machines.
- The ability to diagnose and solve complex control problems.
- Experience with power equipment, including switchgear and generators.
- Practical ability to handle field work in pressurised working environments.
- Awareness of the need for safety for themselves and others.
- PLC/HMI programming experience, with experience in Allen Bradley (PLC) and Red Lion (HMI) preferred.
- Experience in the design/specification and testing of HV and LV switchgear and protections
- Experience of embedded generation and network compliance standards (G99 / P28)