



# 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>	Lead 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>	£40,415 to £46,057 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 Hydro Lead 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

- Management of a team of electrical engineers
- Ensuring work complies with relevant standards, specifications and commercial requirements
- Design of electrical distribution, generation, protection, and control systems varying from 400v to 6.6kV and up to 16MW. Including switch gear design, power protection, transformer sizing, fault current, arc flash and cable calculations for projects typically in the UK, USA, and Africa
- Specification of electrical equipment to be utilised in hydro schemes, review of vendor document submittals and completion of associated FATs and SATs.
- Liaising with the client and DNO's to ensure all electrical works are designed, installed, and commissioned as per customer requirements specifications and best practice.
- Performing on site commissioning and testing of generation and control systems to ensure adherence to the customer requirements specifications and DNO requirements, including G99 testing
- Resolution of customer electrical / control issues and fault finding
- Acting as an Electrical Senior Authorised Person (SAP) responsible for company authorised and nominated person assessment and selection and training requirements
- Engineering support to Gilkes sales team for system proposals
- Development and mentoring of junior engineers

### Person Specification

Gilkes is looking for an engineering professional with strong leadership skills, the ability to motivate others, to lead and manage teams and projects. Excellent stakeholder management, being able to build and manage a diverse range of relationships with customers and suppliers. High attention to detail, with strong interpersonal and communication skills and the ability to work to deadlines.

### The Role

Reporting to the Engineering Manager, the Hydro Lead Electrical Engineer is responsible for the management of the electrical engineering team including acting as the company's Senior Authorised Person, design/specification of hydro electrical equipment, on site commissioning and technical support of operational schemes. 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

- Electrical engineering qualification (degree preferred) together with at least ten years relevant professional experience in an engineering / manufacturing role
- Chartered engineer status
- 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)

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