



Gilbert Gilkes & Gordon Ltd

Candidate Brief

The Appointment

Role Title	CNC Programmer & Production Engineer
Reporting to	Production Engineering Manager
Company	Gilbert Gilkes & Gordon Ltd
Website	www.gilkes.com
Based	Kendal, Cumbria
Remuneration	£32,597 to £50,470 (dependant on experience)
Other Benefits	Generous pension scheme 25 days annual leave, plus bank holidays Life Assurance, Retailer discount benefits

Overview

An exciting opportunity has arisen in our Production Engineering for a **CNC Programmer & Production Engineer** to join our well-established engineering organisation, based in our head office in Kendal, Cumbria.

Reporting to the Production Engineering Manager, you will be responsible for coordinating the production engineering team in the provision of CNC programmes for our range of Mazak and Haas machines. In this role you will be responsible for ensuring that we improve the quality, efficiency, and effectiveness of production processes. The Production department is crucial to achieving the Company's Quality and OTIF standards and therefore Business Plan objectives.

The role

- Create CNC programmes (SolidCam) 2,3,3+1 & 5 axis and relevant process sheets (**essential**)
- Provide manufacturing drawings (Solidworks) for Tooling, fixtures and gauge need to ensure that samples and production parts are produced to meet customer due dates
- Organise and conduct Production Trial Run, Capability Study on new and existing parts, analysing data to determine and implement what, if any, adjustments need to be made to the process
- Develop, implement, improve, and control process work instructions to standardise working procedures
- Project manage specification, purchase, installation and commissioning of new plant and equipment
- Review plant and process layout to eliminate/minimise the seven wastes
- Work directly with production personnel to facilitate the implementation of 7S, Poke Yoke, SMED and Lean Manufacturing principles
- Ensure that the storage, integrity and retrievability of process supporting files and documentation is maintained
- Disseminate, evaluate, and monitor key performance indicators
- Lead/facilitate problem solving, root cause analysis and implement corrective action
- Carry out risk assessment & Layered process audits

Expectations

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

The individual

- High level of mental and visual attention to detail and have the ability to work in a systematic, thorough and logical manner
- Hands on leadership with the ability to motivate and influence others
- Ability to communicate clearly and effectively both orally and in written form
- Possess required enthusiasm, drive and interpersonal skills
- High energy and commitment

Other experience/personal skills

- Working knowledge of relevant Technical systems, e.g. IFS, Solidworks, SolidCAM (**essential**)
- Experience of working in an engineering environment with operations similar to Gilkes e.g., industrial/manufacturing. (**essential**)
- Leadership experience (**desired**)
- Degree in Engineering, Business or a related discipline (**desired**)

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



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

Structure & Governance

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

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"> Responsible for the development & delivery of business plans & forecasts Monitoring of operational & financial performance Health & safety management Improving quality standards

Some of Our Customers

Hydro



Pumps

