



# Gilbert Gilkes & Gordon Ltd

Candidate Brief

## The Appointment

Role Title	Sourcing Manager
Reporting to	Head of Operations
Company	Gilbert Gilkes & Gordon Ltd
Website	www.gilkes.com
Based	Kendal, Cumbria
Remuneration	£43,457 to £59,045 (dependent on experience)
Other Benefits	Attractive Pension Scheme, Cycle to Work Scheme, Life Insurance, Access to OH / EAP, Company sick pay,

### Overview

An exciting opportunity has arisen in our Operations Department for a Sourcing Manager to join our well-established engineering organisation based at our head office in Kendal, Cumbria.

Reporting to the Head of Operations the Sourcing Manager plays a pivotal role in overseeing the strategic sourcing of materials and components essential for production. This key position requires a blend of leadership, negotiation skills, and a deep understanding of the manufacturing supply chain.

### Responsibilities

- Ensure that recognised quality tools and processes are employed by suppliers in the development and improvement of their products and processes
- Incorporate quality as the key driver in new supplier selection
- Develop key performance indicators for sustaining and improving supplier performance in terms of cost, quality and delivery
- Schedule regular product and process audits of suppliers with supplier quality team
- Ensure that departmental processes are managed within the framework of ISO 9001:2015 and IATF 16949:2016
- Manage and lead the team, ensuring adequate staffing levels, training & development etc.
- Set and communicate department objectives and KPIs aligned to the business plan.

### The role

The Sourcing Manager will collaborate closely with internal teams, suppliers, and stakeholders to optimise costs, ensure timely delivery, and maintain high-quality standards. The role has the following key elements:

- **Leadership:** Able to lead cross-functional teams, inspire collaboration and drive implementation of strategic initiatives.
- **Negotiation:** Strong negotiation skills to secure favourable terms, achieve cost savings and build mutually beneficial relationships with suppliers.
- **Risk Management:** Proactive identification of potential opportunities & vulnerabilities in the supply chain.

### Experience & Skills

- Degree is Business/Supply Chain/Engineering or equivalent relevant experience.
- MCIPS Membership (desired)
- Proven experience in strategic sourcing, procurement, or supply chain management within a manufacturing environment
- Proficient in IT including MS Packages (Word, Excel and PowerPoint)
- Good communication and interpersonal skills
- Ability to present data effectively

To apply, please forward your CV to [recruitment@gilkes.com](mailto:recruitment@gilkes.com). We reserve the right to close this vacancy early if we receive sufficient applications for the role.

Applicants must have the right to work in the UK.



## 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 185 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

