



Gilbert Gilkes & Gordon Ltd

Candidate Brief



Background

Gilkes provides innovative, single-source solutions for the Small Hydropower and High Horsepower Diesel Engine markets.

By working closely with our customers, we ensure excellence in product design, total cost of ownership, and operational performance. Our hydropower turbines and engine cooling pumps are engineered to meet the most demanding technical specifications and environments.

With a legacy spanning over 170 years, a Royal Warrant, and a global presence in more than 85 countries, we combine agility and responsiveness with the technical expertise of a world-leading brand.

Headquartered in Kendal, in the heart of the English Lake District, Gilkes is an independently owned company with approximately 175 employees worldwide. Our operations include manufacturing facilities in Kendal and Houston, 3 Service Centres in Scotland and a sales office in Tokyo.

Current Position & Context

Gilkes is rapidly evolving to stay ahead in an ever-changing economic landscape, ensuring our continued relevance in our chosen markets.

Our pumps business continues to expand, particularly in the power generation sector, where the rising demand for standby power for large data centres is driving growth.

Our Purpose

Rooted in a 170-year heritage as a family-owned business, our values-driven approach prioritises ethical business relationships and a commitment to environmental sustainability.

We are dedicated to delivering long-term, responsible success by ensuring our products contribute meaningfully to the transition toward a low-carbon economy.

People & Culture

Our people are at the core of everything we do - they are the driving force behind our success. Their passion, creativity, and dedication enable Gilkes to thrive and grow.

We are committed to investing in our employees and fostering a positive, inclusive company culture.

Our 4 key values are:

- Teamwork
- Integrity
- Excellence
- Commitment

In the UK, the hydro aftermarket presents significant growth opportunities for Gilkes. We are strategically aligning our Service, Modernisation, and Control Systems teams to maximise these prospects.

The small hydropower market is shifting toward energy recovery, and our existing product portfolio positions us well to capitalise on this trend.

Our Business Model & Strategy

<p>What we do...</p> <p>We leverage opportunities through our expertise, dedication & agility</p>	<p>Client Acquisition & Development</p> <p>Our customer-facing teams foster open & transparent communication with clients</p> <p>We build and sustain customer relationships with integrity and ethical practices</p>	<p>Project Delivery</p> <p>Our goal is to achieve 100% on-time, in-full project delivery</p> <p>A structured process ensures optimal resource allocation and efficiency</p>	<p>Product Life Cycle Management</p> <p>We actively manage & support products throughout their lifecycle, from initial production through to spares, service & refurbishment</p>
<p>How we do it...</p> <p>We continuously enhance our products and services to drive our customers' success</p>	<p>Customer Service</p> <p>We go above and beyond for our customers whenever needed, without hesitation</p> <p>We stand behind our products and honour our commitments</p>	<p>Focus on Productivity</p> <p>Business excellence is at the core of our organisation</p> <p>We continuously evaluate our end-to-end processes to eliminate inefficiencies and maximise value</p>	<p>Expanded Offerings</p> <p>Expanding our product range to better serve our customers' needs</p> <p>Delivering solutions with distinct value propositions</p>
<p>Our competitive advantage...</p> <p>We are dedicated to fostering a high-performance workplace where our employees can thrive</p>	<p>Our People</p> <p>We believe our people are the key to our competitive edge</p> <p>We are committed to fostering a culture of empowerment and success</p>	<p>Our Processes</p> <p>High productivity gives us a competitive edge</p> <p>Our processes are strategically designed & managed to maximise stakeholder value</p>	<p>Our Agility</p> <p>We utilise mechanisms to detect changes in the external environment and convert them into potential opportunities</p>

Some of Our Customers

Hydro



Pumps



The Appointment

Role Title	Electrical Engineer
Reporting to	Engineering Manager
Company	Gilbert Gilkes & Gordon Ltd
Website	www.gilkes.com
Based	Kendal
Remuneration	£30,338 to £41,220 (depending on experience)
Other Benefits	Flexible Working, Generous Pension Scheme (Employer 10% contribution & employee 4%), Enhanced Family Leave, Cycle to Work Scheme, Life Insurance (3x annual salary), Access to OH / EAP, Company sick pay, 25 days holiday plus bank holidays...

Overview

An exciting opportunity has arisen in our Hydro department for a highly experienced **Electrical Engineer** to join our well-established engineering organisation, based in our head office in Kendal, Cumbria.

Reporting to the Engineering Manager, the Hydro Electrical Engineer is responsible for the design/specification and review of Hydro Electrical equipment, attending supplier factory acceptance tests, commissioning hydro plant, undertaking inspection/fault finding work, and for providing electrical support to the Hydro Engineering department. This is a varied, interesting, and challenging role which covers both office-based work and travel to sites in the UK and overseas. There is the scope for further progression.

The Role

- Attend site to test and commission new or refurbished hydro equipment
- Provide electrical expertise into the design and sales teams
- Prepare control philosophies in accordance with client expectations
- Check schematic drawings, layouts, to ensure correct manufacture of equipment
- Attending supplier Factory Acceptance Tests
- Create cable schedules, test documentation and commissioning procedures.
- Commission electrical instrumentation and control equipment on site both in the UK and overseas
- Create documentation for validation of machine performance and handover to customer
- Use PLC and HMI software to programme and test control systems
- Programme AVR's for optimum turbine power generation

Person Specification

Gilkes is looking for an **experienced engineering professional** to join the Hydro Engineering team. High attention to detail, with strong interpersonal and communication skills and the ability to work to deadlines.

Expectations

- Uphold the company's Code of Conduct
- Have a desire to learn and improve skillsets
- Represent Gilkes positively and appropriately
- Available for UK travel, and on occasion, overseas travel may also be required

The Individual

- Good interpersonal and communication skills for working with internal and external customers
- Outgoing and adventurous
- Practical ability to handle hands-on field work
- An interest and satisfaction from travelling away on occasion
- A safety-first mindset and approach to all tasks at hand in every environment
- Conscientious with good attention to detail and organisational skills

Experience/personal skills

- An electrical engineering qualification (HNC minimum + experience, BEng preferred) (required)
- Experience of electrical control equipment for rotating machines (desirable)
- Experience with power equipment, including switchgear, transformers and generators (desirable)
- PLC/HMI/AVR programming experience (desirable)
- CAD experience in electrical drawing, design and modification (desirable)

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