



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

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| <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

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|----------------|--|
| Role Title | CNC Machinist |
| Reporting to | Shift Leader |
| Company | Gilbert Gilkes & Gordon Ltd |
| Website | www.gilkes.com |
| Based | Kendal |
| Remuneration | £20,521 to £31,465 plus Generous Shift Rate of 44.4% (3-shift) |
| Other Benefits | Attractive Pension Scheme (Employer 10% contribution & employee 4%), Cycle to Work Scheme, Life Insurance (3x annual salary), 25 days holiday plus bank holidays (and the option to buy more!) |

Overview

Gilkes is looking to appoint a CNC Machinist to produce parts using 3 and 4 axis machines. Reporting into the Shift Leader, you will work closely with the wider operations team.

In this role you will be responsible for producing machined parts by programming, setting up and operating a computer numerical control (CNC) machine whilst maintaining quality and safety standards. The CNC Machinist will also be responsible for keeping accurate records and maintaining equipment and supplies.

Responsibilities

- Adhere to safety procedures and regulations
- Mill and lathe set up
- Verifying settings by measuring positions, first-off part and sample work pieces; adhering to engineering drawing standards
- Maintain specifications by adhering to quality assurance procedures and processes
- Maintain continuity among shifts by documenting and communicating actions and irregularities
- Accomplish organisational goals by accomplishing new and different request and exploring opportunities to add value to job accomplishments

Person Specification

- Good attention to detail
- Strong communication and organisational skills, including written and verbal
- Ability to build and manage relationships with a diverse range of stakeholders
- Demonstrate resilience and flexibility; adapts well to new circumstances
- High energy and commitment

Expectations

- Pro-actively contribute to the smooth running of the operations team
- Represent Gilkes positively & appropriately
- Uphold the company's code of conduct
- Do not engage in any activity which could be detrimental to Gilkes

Experience/personal skills

- Minimum GCSE grades A – C in English and Mathematics or equivalent qualification
- Ability to deliver high quality work and to tight deadlines

This role will support a shift pattern of 6:00am to 2:00pm, 2:00pm to 10:00pm and 10:00pm to 6:00am. This pattern attracts a generous shift rate allowance of 44.4%

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.