



# 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><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> <p>Our customer-facing teams foster open &amp; transparent communication with clients</p> <p>We build and sustain customer relationships with integrity and ethical practices</p>	<p><b>Project Delivery</b></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><b>Product Life Cycle Management</b></p> <p>We actively manage &amp; support products throughout their lifecycle, from initial production through to spares, service &amp; refurbishment</p>
<p><b>How we do it...</b></p> <p>We continuously enhance our products and services to drive our customers' success</p>	<p><b>Customer Service</b></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><b>Focus on Productivity</b></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><b>Expanded Offerings</b></p> <p>Expanding our product range to better serve our customers' needs</p> <p>Delivering solutions with distinct value propositions</p>
<p><b>Our competitive advantage...</b></p> <p>We are dedicated to fostering a high-performance workplace where our employees can thrive</p>	<p><b>Our People</b></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><b>Our Processes</b></p> <p>High productivity gives us a competitive edge</p> <p>Our processes are strategically designed &amp; managed to maximise stakeholder value</p>	<p><b>Our Agility</b></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

<b>Role Title</b>	Fitter
<b>Reporting to</b>	Fitter Supervisor
<b>Company</b>	Gilbert Gilkes & Gordon Ltd
<b>Website</b>	www.gilkes.com
<b>Based</b>	Kendal, Cumbria
<b>Remuneration</b>	Up to £34,201 (DOE) + Overtime & Working Away Allowance
<b>Other Benefits</b>	Working away allowance, Generous Pension Scheme (Employer 10% contribution & employee 4%), Cycle to Work Scheme, Life Insurance (3x annual salary), Access to OH / EAP, Company sick pay, 25 days holiday plus bank holidays (and the option to buy more!), Free tea, coffee etc and much more...

### Overview

An exciting opportunity has arisen for a **Fitter** to join our well-established engineering organisation, based at our head office in Kendal, Cumbria. Reporting to the Fitter Supervisor, you will be required to have a background in engineering and manufacturing.

Training will be provided on the job for any candidate wanting to embark on a new career in Hydro Fitting.

**Must be prepared to travel frequently within the UK and globally at short notice.**

### Responsibilities

- Assemble, disassemble and examine mechanical components and sub-assemblies to engineering drawings and supplier specifications
- Review engineering drawings and specifications to prepare material and equipment for customer demand
- Compile and complete technical reports
- Keep equipment in good working order by performing regular checks
- Prepare and perform safety inspections

### Person Specification

Gilkes is looking for an organised and reliable team player who can bring energy, commitment and positivity to a well-established team. With a solid work ethic and a can-do attitude, diligence and reliability will be essential in providing support.

### The Role

The role has the following key elements:

- Pro-actively contribute to the smooth running of the Operations team
- Represent Gilkes positively & appropriately
- Uphold the company's code of conduct

### Experience/personal skills

- NVQ Level 4 and relevant experience
- GCSEs Grades A-C (5 -9) including Maths and English, or equivalent level education
- Proven track record within manufacturing environment, preferably engineering with operations e.g., industrial or manufacturing sectors
- Engineering Documentation – able to read and follow engineering drawing and other types of engineering documentation, geometrical tolerancing and critical dimensions
- Competent in slinging and lifting
- Strong functional skills - specifically experience in Excel and Word
- Good problem-solving and numerical skills – ability in mathematics and measurement
- Full driving licence

**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.**