



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



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

The Appointment

Role Title	Design Engineer
Reporting to	Engineering Manager
Company	Gilbert Gilkes & Gordon Ltd
Website	www.gilkes.com
Based	Kendal, Cumbria
Remuneration	£30,338 to £47,904 (dependant on experience)
Other Benefits	Generous pension scheme (Employer 10% contribution & employee 4%), 25 days annual leave plus bank holidays (with options to buy and sell additional holiday), Flexible working, Continuous professional development, inc. chartership support, Cycle to work scheme, Life Insurance (3x annual salary), Access to OH / EAP

Overview

An exciting opportunity has arisen to join our well-established engineering organisation, based in our head office in Kendal, Cumbria. Our team have the task of generating new engine-specific cooling pump designs that are manufactured on-site for high-horsepower industrial engine builders around the world such as Caterpillar, Cummins, John Deere and Scania.

This Engineer role is part of the Detailed Design Team, ensuring the design of pumps are robust to satisfy our clients' requirements and Gilkes' aim to engineer products with enduring performance. This is a varied, interesting and challenging role which can include designing parts from scratch, project management, problem solving and assessing and testing prototypes, whilst working as part of a team.

There is scope for further progression and training and development will be provided.

Responsibilities

- Interpret customer's requirements, identifying and confirming design specifications
- Perform validation activities on designs (such as Tolerance Analysis in pump assemblies)
- Create documentation to validate the design and report findings on a regular basis to Management and Customers
- Ensure new and revised designs are fit-for-purpose
- Create and work with 3D CAD models
- Prepare and interpret technical drawings (including GD&T)
- Prepare written specifications for purchased parts
- Create presentations for management regarding design solutions/changes
- Prioritise work within the overall project schedule to achieve goals
- Collaborate with other areas of the business and weigh up considerations from various stakeholders

Relevant Experience

- Relevant Degree in field or equivalent experience
- Experience with rotating assemblies
- Experience with turbomachinery preferable
- Experience with engineering design processes
- Technical product documentation and Specification
- Tolerancing of components for assembly including GD&T
- Strong working knowledge of 3D CAD software (preferably SolidWorks)

Person Specification

- Have a desire to learn and improve skill sets
- Attention to detail and thorough checking of own and other's work
- Positive and proactive approach to problem solving
- Good customer and supplier stakeholder management skills
- Good interpersonal and communication skills
- Excellent organisational skills with the ability to work to deadlines

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