



Gilbert Gilkes & Gordon Ltd

Candidate Brief

The Appointment

Role Title	Draughtsperson / Design Engineer
Reporting to	Design Manager
Company	Gilbert Gilkes & Gordon Ltd
Website	www.gilkes.com
Based	Kendal, Cumbria
Remuneration	£28,698 to £45,676
Employee Benefits	Generous Pension Scheme (Employer 10% contribution & employee 4%), Life Insurance (3x annual salary), Access to OH Support, Company sick pay, 25 days holiday plus bank holidays (and the option to buy more!), Free tea, coffee etc, Flexible working and much more...

Overview

An exciting opportunity has arisen in our **Hydro Design Engineering Team** for a **Draughtsperson / Design Engineer** to join our well-established engineering organisation, based in our head office in Kendal, Cumbria.

Reporting to the Design Manager, you will be responsible for the entire CAD and drawing process, as well as creating the parts and BOMs on the ERP system. You will be responsible for the creation of new designs and delivering products to the customer in a relevant timescale and within quoted budget.

Responsibilities

- To produce clear and accurate drawings within specifications, timescale, and budget
- The provision of part, layout drawings, assemblies, and bills of material ("BOMs")
- Working closely with other disciplines to produce bespoke project designs
- Create part specifications, component parts, assemblies and BOMs on ERP system
- Support sales team to generate layout drawings via 2D/3D
- Provide cross-functional support to other departments

Person Specification

The right candidate for this role will have:

- Experience of working within a drawing office
- Attention to detail
- Strong interpersonal, communication and influencing skills
- Demonstrates resilience and flexibility

Experience/personal skills

- HNC/HND in a relevant mechanical engineering discipline
- 5 years experience in similar environment to Gilkes
- Exposure to the application of weld symbols, machining notation and geometrical tolerancing
- Demonstrable evidence of detail engineering drawings
- Familiarity with manufacturing process and material selection
- 3D/2D Modelling and Draughting using 3D Solidworks and 2D DraftSight (Autocad LT)

To Apply: Please send your CV and Covering letter to recruitment@gilkes.com



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

