



Role Profile

MECHANICAL ENGINEER (WASTE MANAGEMENT - AD)			
Reference No.	I387.01	Type	Individual
Service	Fife Resource Solutions LLP		
Job Family	Para-Professional 5	Grade	FC7

Purpose
To plan and implement preventative mechanical and electrical maintenance and servicing of plant and equipment employed by FRS in the provision of resource management activities, including waste treatment and renewable power and heat production.
To identify the causes of mechanical and electrical breakdown or underperformance of plant and equipment employed by FRS and to carry out necessary remedial actions.
To support and deputise for the Team Manager with regard to the operation of the plant, management of staff and resources and with the health, safety and welfare requirements of the Anaerobic Digestion (AD) Plant.

Task or Responsibility - for this role, there is an expectation that all, or a combination, of the following will be undertaken:	Person Specification: Skills, Knowledge, Qualifications or Experience - criteria can apply to more than one task or responsibility.	E	D
Developing, implementing and reviewing plans for preventative mechanical and electrical maintenance and servicing of plant and equipment employed by FRS in the provision of resource management activities, including waste treatment and renewable power and heat production.	<p>Educated to SCQF level 7, HNC in a mechanical, electrical or gas engineering discipline</p> <p>Experienced Mechanical and/or Electrical Engineer, ideally with experience of working in the waste management, mining or oil and gas sectors</p>	<p>✓</p> <p>✓</p>	

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Ensuring that all maintenance/servicing and repair works are undertaken in accordance with health, safety, environmental and industry legislative and regulatory standards, including approved codes of practice safe systems of work.	To act as named responsible person in compliance with IGEM/TD/17 CODNCO1 change over domestic to commercial (gas) CPN1 commercial pipework (gas) TPC1 test and purge commercial pipework (gas) BMP1 install, commission, service and repair gas boosters, associated controls and pipework Detailed knowledge of the facility O&M Manual	✓ ✓ ✓ ✓ ✓	✓
Striving for continual improvement through identifying design flaws within the plant and responsible for sourcing third party providers who can assist with addressing such issues to ensure legislative compliance and improved safety, increased efficiencies in plant operation and improved quality of digestate.	Experience in the service and maintenance of industrial ventilation, pneumatic and hydraulic systems Experience in the development of health and safety systems including isolation, energy dissipation and dead line assurance Extensive experience at an appropriate level within the waste management industry or heavy industrial setting Experience within a DSEAR regulated facility Confined space trained (CCNSG/FAAW)	✓ ✓ ✓ ✓ ✓	✓
Advising, assisting and supervising external mechanical and engineering contractors employed to carry out specialist and discrete packages of work.	Organisational skills	✓	✓

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Providing the Team Managers with professional advice on the need for and suitability of new or replacement mechanical and electrical plant and equipment.	Ability to provide a regular and effective service	✓	
Undertaking routine safety/operational audits of activities, equipment, plant and facilities in accordance with manufacturer's recommendations and company procedures.	Experience of assessing the cost/benefit of ongoing repair/refurbishment of plant and equipment vs the cost/benefit of replacement Contemporary knowledge of technology Contemporary knowledge of resource management technology, cost and benefits	✓ ✓	 ✓
Ensuring accurate completion of operational records, servicing and audits is maintained and stored accordingly.	Experience of bespoke computer applications and supervisory control and data acquisition (SCADA) systems IT skills - MS Office Suite (Embrace technology and information - See 'How We Work Matters' Framework)	✓ ✓	
Maintaining an appropriate stock of spares and consumables.			
Leading on the calibration of all equipment within the AD Plant.	Initiative taking skills (Take ownership)	✓	
Ensuring compliance with statutory, regulatory and governance requirements, in a heavily regulated sector, with particular focus on the management of health and safety and protection of the environment.	National Examination Board in Occupational Safety and Health (NEBOSH) General Certificate Delegation skills Comprehensive knowledge of relevant legislation and other statutory requirements, with particular focus on health and safety and environmental protection legislation, guidance and approved codes of practice	✓ ✓ ✓	

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Developing, implementing and reviewing Safe Systems of Work and suitable and sufficient risk assessments for preventative and reactionary maintenance.	Specific knowledge of HASAW Act, etc. 1974. Management of Health and Safety at Work Regulations 1999, including, Confined Spaces Regulations, Personal Protective Equipment at Work Regulations, Provision and Use of Work Equipment Regulations, Workplace (Health, Safety and Welfare) Regulations and Manual Handling Operations Regulations, as amended Knowledge of gases and the risks they pose within an AD environment and the control mechanisms that can be used to mitigate risks	✓ ✓	
Assisting the Team Manager with demonstrating strong effective leadership of health and safety, and that the health and safety policy is an integral part of the business unit's culture.			
Assisting in the development of new and amended risk assessments, safe systems of work and standard operating procedures for non-maintenance tasks.	Experience of risk assessments and knowledge of process	✓	
Assisting in provision of leadership to employees, contractors and visitors in relation to health and safety and environmental compliance to ensure that activities that have the potential to cause catastrophic damage to health, safety and the environment (e.g. death from explosion or asphyxiation, chronic health impacts from contact with chemicals and biological agents, and uncontrolled escape of methane and leachate) are managed in such a manner as to minimise risk.	Team building skills	✓	
Assisting with the training of staff to act as a rescue team, so they can use the relevant equipment in the correct manner, be aware of the risks and control measures to allow them to rescue people from a hazardous situation safely.	Presentation skills	✓	

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Assisting with the development and conduct of rescue practice scenarios to maintain skill and knowledge levels within the team.	Experience in working in confined spaces	✓	
Assisting the Lead Officer to review, update and improve the AD Plant Operations and Maintenance Manual and SCADA systems.	Knowledge and operation of SCADA systems.	✓	
Identifying the causes of mechanical and electrical breakdown or underperformance of plant and equipment employed by FRS and to carry out necessary remedial actions.	Problem solving skills (Deliver results)	✓	
Training and supporting Operations Supervisors and operational employees in routine maintenance of plant and equipment.	Communication skills	✓	
	Coaching skills	✓	
Assisting the Team Manager in leading and managing a designated team, making sure that strategies and priorities are set, service levels, customer satisfaction and operating margins (i.e. gross profit) are continually improved, and work-plans deliver to agreed priorities.	Knowledge of strategic thinking with experience of translating strategy into deliverable plans	✓	
	Organisational skills	✓	
	Staff management of a team	✓	
	Evidence of supporting staff development	✓	
	Management skill.	✓	
	Team working skills (Work together)	✓	
	Experienced in emergency rescue techniques and practices	✓	
Assisting with the development and maintenance of good employee relations in partnership with employees and relevant Trade Unions through informal and formal processes of communication, consultation and involvement.	Ability to manage conflicting demands	✓	
	Conflict handling skills	✓	

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Assisting with the monitoring and reviewing of management systems, employee and contractor performance, including responsibility for managing employee absence, employee development and disciplinaries up to First Formal Warning, all in accordance with Fife Council Policies and Procedures.	Knowledge of Fife Council's Managing Change, Attendance Management, Disciplinary and Recruitment policy and procedures Leadership skills	✓	✓
Assisting the Team Manager in providing a dry anaerobic digestion and compost service for Category 3 (catering and non-catering) Animal By-Products and green garden waste, including one PAS 100 accredited waste stream and control of leachate and percolate.	COTC: Managing Treatment Operations Biodegradable Waste (SVQ level 4/SCQF level 8) HNC in Sustainable Resource Management (SCQF level 7) Membership of Chartered Institution of Wastes Management	✓	✓ ✓
Ensuring that all activities are carried out in accordance with the requirements of prevailing environmental legislation, Pollution Prevention Control (PPC) Permits, Management Plans, PAS 100 and planning permissions.	Knowledge of PPC process Knowledge of PAS 100 process and HACCP Knowledge of ABPR HACCP	✓ ✓ ✓	✓ ✓ ✓
Assisting with managing the work of the team to ensure the provision and co-ordination of services that meet the priorities and demands within the available resources.	Customer service skills (Focus on customers)	✓	✓
Assisting the Team Managers to plan and monitor annual revenue budgets relating to planned and reactionary maintenance.	Financial management skills	✓	✓
Undertaking all other duties as required for the role. Duties will be in line with the grade.			

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Additional Tasks or Responsibilities - this is a generic role, however, this particular job may also require you to undertake the following:			
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			D

Type of Protection of Vulnerable Groups Scheme (PVG Scheme) or Disclosure Check Required				
Type of Protection of Vulnerable Groups (PVG) or other Disclosure check (choose only one).	PVG Children <input type="checkbox"/>	PVG Protected Adults <input type="checkbox"/>	PVG Both <input type="checkbox"/>	None <input checked="" type="checkbox"/>
	Basic Disclosure <input type="checkbox"/>	Standard Disclosure <input type="checkbox"/>	Enhanced Disclosure <input type="checkbox"/>	

Additional Information - the following information is available:
<ul style="list-style-type: none"> • Skills Framework (if applicable) • How We Work Matters

Expected Behaviours - it is essential that you display the following behaviours, as they are expected of all our employees:
<ul style="list-style-type: none"> • Take Ownership • Focus on Customers • Work Together • Embrace Technology & Information • Deliver Results