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Head of Fabrication Division

The Role:

The Head of Fabrications is responsible for the strategic leadership of design, manufacture and installation of fabrication projects, reporting to the General Manager. The Head of Fabrications will contribute proactively to the BCS Senior Management Team and collaborate effectively with the BCS support functions.

Key Responsibilities:

Business Development

Identify areas of development for new sectors, products and customers.
Deliver innovations to further develop stream performance, proactively seek new opportunities to support targeted external growth.
Responsible for creating development and investment proposals within the stream.
Attend prestart meetings to ensure all opportunities are maximised, capitalise on new contracts and opportunities by working closely with the regional businesses

Commercial & Finance

Responsible for meeting turnover, profit and margin targets. Ensuring margin is maximised through buying and selling at optimum prices.
Analyse stream performance and provide updates during monthly business reviews.
Provide monthly financial project forecast reports to the Finance Manager
Prepare timely exception reports for projects that under-perform
Notify the customer of any potential variations at the earliest opportunity to agree actions
Post financial review on all completed projects - invoiced value vs. original quotation
Maintain a good level of understanding of suppliers used and their performance making sure they meet our vendor assessment criteria

Customer Satisfaction

Establish customer needs, and how they will measure performance
Complete customer satisfaction measurement by appropriate methods, ensuring all actions are communicated and improvements are implemented.
Identify and react swiftly to resolve problems before they escalate.
Ensure the team respond to all customer enquiries efficiently and effectively.
Establish reasons why on all lost opportunities and follow up on preventative actions for future quotations/tenders.
Establish good relationships and communication at all times.

Operational Performance

Manage potential risk throughout bespoke and repeat projects to ensure delivery is on time
Identify, monitor and reduce waste in all activities
Identify and react swiftly to resolve problems before they escalate
Oversee the product build and complete contract close out

Health, safety, environmental and quality

Ensure all incidents are reported and investigated, with remedies implemented.
Monitor performance and safety requirements regularly, and implement improvements.
Ensure works are carried out in accordance with the required specifications.

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Uphold the requirement that all sub-contractors work to the company Health & Safety, Quality and Environmental policy. Confirming that all their labour is fully trained to carry out work efficiently and safely.

Accountable for the accurate recording of documentation.

Ensure the quality of products and services are maintained and make improvements to the processes involved where necessary.

Cascade feedback in relation to HSEQ from attendance at meetings to the rest of your team and throughout the business where necessary.

Team leadership and development

Set clear measurable targets for performance expectations. Ensure clear roles and responsibilities are understood throughout the team and hold people suitably accountable for their work.

Encourage team involvement in, and ownership of, the company business aims and business improvement.

Identify development and training needs for all personnel using the Performance and Development appraisal process.

Key measures & targets:

Delivery of BCS Growth Strategy for Fabrications

Key relationships:

Line Manager: General Manager

Collaborative working with SMT / Functional Support Leads

Responsible for all staff working in the Fabrications business stream

Significant Customer & Supply Chain relationships

Person Specification:

The successful candidate is likely to meet all of the following criteria:

Essential

Proven strategic leadership experience and ability in a similar size / type of business

Significant, positive relationships with BCS current / target customers

Significant, positive relationships with BCS current / potential supply chain

Experience within the fabrications industry

Ability to lead and work collaboratively at all levels as required

Ability to set vision, execute plans and create a healthy spirit of accountability

Ability to create business cases / investment proposals and a natural desire to innovate / continuously improve

Experience in building collaborative relationships with existing and new clients and suppliers

Ability to understand and interpret working drawings

In depth understanding of welding procedures and welders qualifications

Experience in compliance with relevant industry codes

IT literate and proficient in Microsoft Office package as a minimum

Benefits:

As well as offering a competitive salary, remuneration for this role includes flexible benefits, which provides a range of guaranteed benefits including but not limited to:

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- Company car/car allowance
- 5% Company pension contribution
- Life Assurance at 2 x notional salary
- Single persons private medical cover
- Permanent Health Cover

About Barhale:

Barhale is one of the largest privately owned infrastructure specialists in the UK and was originally formed in 1980 as a specialist tunnelling contractor diversifying over the years into various civil engineering areas. Barhale works UK-wide across the water, transport, energy and developer services sectors providing design, construction and maintenance services under long-term contracts, with blue-chip public, regulated and private clients. The company employs over 600 people in the UK, has an annual turnover of £120m and a distinctive set of values that are fundamental to our approach to business sustainability.

Our business activity is carried out for the following principal sectors:

Water: Civil Engineering, Tunnelling, Pipelines and Utilities

Transport: Rail, Aviation, Waterways, Highways and Bridges

Energy: Power Generation, Power Transmission and Distribution, Waste

Developer Services: Civil Engineering across private sector developers UK wide

Specialist Businesses: Tunnelling, Mechanical and Electrical and Barhale Construction Services (BCS Group)

How to apply:

Please send your current CV and covering email outlining your suitability for the role and quoting the reference number to careers@barhale.co.uk.

We are an equal opportunities employer. We are determined that no job applicant or employee receives less favourable treatment on the grounds of sex, pregnancy or maternity, gender re-assignment, sexual orientation, religion or belief, marriage or civil partnership, age, race or disability. All information will remain confidential to Barhale and will be handled in accordance with the requirements of the Data Protection Act.