

CANDIDATE SPECIFICATION



JOB TITLE	Chief Programme Engineer – Executive Passenger Seat Programme	
REPORTING TO	Vice President Engineering	
DEPARTMENT/SUB DEPARTMENT	Engineering	
LOCATION	Southend-on-Sea	
OVERALL PURPOSE		
Responsible for the successful delivery of the whole of the Bombardier Common Seat programme, co-ordination of the programme's activities and management of their inter-dependencies.		
PRINCIPLE ACCOUNTABILITIES		
<ul style="list-style-type: none"> • Planning and designing the programme and proactively monitoring its progress, resolving issues and initiating appropriate corrective action, • Ensuring key technical decisions are made based on relevant and coherent data in a timely manner in support of the programme overall objectives, • Defining the programme's governance arrangements, • Ensuring effective quality assurance and the overall integrity of the programme - focusing inwardly on the internal consistency of the programme, and outwardly on its coherence with corporate strategy, interfaces with other programmes and internal, technical and specialist standards, • Managing the programme's budget on behalf of the VP Engineering, monitoring expenditure and costs against delivered and realised benefits as the programme progresses, • Facilitating the appointment of individuals to project teams, • Ensuring the delivery of the new products is to the appropriate level of quality, on time and within budget, in accordance with the programme plan and programme governance arrangements, • Ensuring there is allocation of common resources and skills within the programme's individual activities, • Managing third party contributions to the programme, • Managing communications with all stakeholders, • Managing both the dependencies and the interfaces between activities, • Managing risks to the programme's successful outcome, • Working with the leadership team on the transition to a new 'business as usual' position for executive passenger seats, • Initiating extra activities and other management interventions wherever gaps in the programme are identified or issues arise, • Reporting the progress of the programme at regular intervals to the VP Engineering, • Responsible for ensuring that the working environment is safe for the activities to be carried out, and for ensuring that employees are working in a safe manner, • Responsible for ensuring that all Company Health and Safety policies are being correctly observed, • To ensure all Company rules and regulations are met and to initiate appropriate corrective action and/or the Company disciplinary procedures when required. <p>In addition to the above, there may be a requirement to perform other duties as reasonably requested by Management.</p>		
EXPERIENCE/ SKILLS	ESSENTIAL	DESIRABLE
Effective leadership, interpersonal and communication skills	✓	
Ability to command respect and to create a sense of community amongst the members of the programme team	✓	

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A broad-based knowledge of manufacturing processes and new product development activities	✓	
A proven track record in the delivery of premium quality, complex products developed within a highly regulated environment	✓	
Good knowledge of techniques for planning, monitoring and controlling programmes	✓	
Sound business case development and approvals skills	✓	
Good understanding of the Procurement process including negotiation with third parties	✓	
Good knowledge of programme and project management methods	✓	
Good knowledge of budgeting and resource allocation procedures	✓	
Sufficient seniority and credibility to advise teams how their activities relate to the programme	✓	
Ability to find ways of solving or pre-empting problems	✓	
Ability to work independently while collaborating in a team environment	✓	
Ability to work under pressure and to deadlines	✓	
PERSONAL SKILLS	ESSENTIAL	DESIRABLE
Team Player	✓	
Strong Work 'Can-do Ethic'	✓	
Exceptional at building relationships	✓	
Excellent Customer Service skills	✓	
Strong attention to detail and time management	✓	
Exceptional Planning and Organisation skills	✓	
High awareness of Productivity and Quality	✓	
Excellent Communication skills	✓	
Flexibility	✓	
Takes Responsibility for actions	✓	
Learn, Apply and Improve	✓	