

Purpose: Overall responsibility for the Bus Éireann fleet in the Region. Managing engineering, materials and maintenance functions in a safe, cost effective and efficient manner. Ensure the application of highest level of maintenance standards and highest level of fleet availability for operations. Key member of the Regional Management Team.			
Key Responsibilities	Key Performance Indicators	Key Competencies	
		Skills & Knowledge	Critical Behaviours
<ul style="list-style-type: none"> Contribute to the development of the business plans for the Region. Formulate & implement strategies & budgets for engineering, maintenance & materials that are fully in line with business plans. Ensure that all vehicles in the Region are maintained and serviced to the required standards and that customer services, such as heating, lighting, seating etc are operational to the required specifications. Ensure the appropriate & timely planning, scheduling and monitoring of all maintenance, repair and modifications/refurbishment of all vehicles in the Region. Ensure the proper management of vehicle examination and certification processes for the Region. Review & develop engineering, maintenance & materials activities & processes in the Region to ensure the implementation of 'best practice'. Optimisation/reduction of Stock levels and increase stock turns to ensure minimum cost to the Company through robust control measures in the garage stores for ordering and issuing. Ensure that all necessary fleet records and other activity statistics are maintained, both statutory and those required by the CME. Ensure the effective monitoring of the age profile, safety & performance of all vehicles in the Region. Manage the engineering, maintenance, materials and administrative staff in the Region, ensuring that they are developed and trained to meet the growing needs of the business, dealing with disciplinary and other staff related issues. In conjunction with HR lead relevant trade union/staff negotiations in the Region. Ensure that the appropriate fuel management system operates effectively in the Region. Ensure timely & thorough investigations of technical aspects of accidents and collisions in the Region. Ensure the maintenance and development of engineering facilities within the Region. Contribute to the continued development of a safety culture within the Region and Bus Éireann. Develop, implement and maintain Standard Operating Procedures and Risk Assessments for activities, equipment and facilities in the Region. Implementation of ongoing Cost Saving initiatives in the Region. 	<ul style="list-style-type: none"> Implementation of engineering, maintenance & materials strategy to support business goals Safe and reliable performance of vehicles in the Region Achievement of engineering and maintenance targets in Regional budget plans Implementation of 'best practice' throughout the Region Minimising IR unrest & conflict in the Region Harmonious & timely delivery of change Number of vehicles in fleet Age profile of fleet Maintenance costs Number of Vehicle off Road Employee productivity Cost effective fuel management Succession & development plans for function Performance plan for each direct report 	<ul style="list-style-type: none"> Mechanical engineer – preferably with experience in the field of road passenger vehicles or experience in engineering & maintenance in a safety critical industrial environment. Knowledge of legislation linked to road passenger transport. Understanding of Health & Safety Legislation and practice essential Previous management experience, particularly with regard to managing people Experience of change management preferable Good understanding of overall business structures, systems, finances & company operations Excellent understanding & working knowledge of SAP Ability to work with Word, Excel, PowerPoint, an advantage 	<ul style="list-style-type: none"> Leadership Promotes & drives need for change. Provides direction & support to ensure strategic objectives are met. Organising & Executing Adopts an organised & structured approach to planning & execution. Track record of delivering results. Applying Expertise & Technology Maintains expert knowledge in own area. Drives the use of technology to improve performance. Analysing and Decision Making Has a logical approach to solving problems and making decisions. Strategic & Commercial Thinking Focuses on business growth & delivery of modern competitive business. Customer Focus Proactively identifies customer needs & builds strong customer service ethos. Relating & Networking Able to persuade, convince & build relationships with others Adapts style and approach as appropriate when negotiating, persuading or managing conflict. Resilience Maintains a stable performance at all times
Dimensions: Reports to the Head of Engineering, close working relationship with Regional Management team. The role is based in Dublin and is responsible for all garages in the Eastern Region.			