



## Kinesys Job Description

### Head of Engineering

#### Who we are

Serving the fast-moving entertainment industry, we design, manufacture and sell premium products that allow artists to express their creativity and push boundaries using eye-catching scenic motion.

Kinesys products have been used by some of the world's most successful artists including Ed Sheeran, The 1975, U2, Take That, One Direction, Mariah Carey... the list goes on. It's also used in TV shows, films, venues and at corporate events across six continents. We have a reputation for quality, design and service that is second to none.

We're part of the TAIT group, market leaders in designing, constructing and delivering world-class solutions for live events. We've got an ambitious and exciting business plan and the investment to make it happen.

#### What you'll be doing

We've got an ambitious and bold strategy for the future of our business, which has Engineering at its heart. You'll be the person who takes our strategy and makes it a reality.

You'll be leading, inspiring, and developing the Engineering team to keep raising the bar, while keeping quality at its core. You'll have a drive and determination that means we hit our delivery dates and exceed expectations.

#### How you'll do it

- You'll be the person who recruits, motivates, develops and challenges a talented high-performing team of multi-discipline engineers.
- You'll ensure your team stay at the top of their game and engaged by working with them to create development plans for each person based on their own career goals as well as the business needs.
- You'll be a mission-focused leader who engages their team in the mission and in the wider business to generate a feeling on belonging and commitment.
- You'll take the wider business strategy and work with the Project Manager to create a detailed plan to deliver the Engineering aspects with clear timelines and deliverables
- You'll review technical drawings, manuals, product certification, technical files and assembly drawings to ensure accuracy. You'll implement working methods to create a 'right first time' ethos in your team and maintain Kinesys high-quality standards.



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- You'll conduct holistic reviews of products throughout their design journey to ensure it 'works' on every level and identify any snags or potential issues.
- You'll create and maintain a strong partnership approach with the Manufacturing team to facilitate the build process and remove any stumbling blocks in the process.
- You'll work with the Technical Director to keep up to date with industry standards and ensure these standards are lived across the business and embedded into the products we create.
- You'll live the values of the company and ensure that our positive culture is embedded in your work practices, your leadership style and your daily interactions.
- You'll create, maintain and communicate regular reports on the Engineering team's performance.

### Who you are

- You love people. You are interested in what makes them tick, you enjoy developing positive relationships with your colleagues, and relish the chance to get involved in teamwork.
- You understand the power of an engaged team and enjoy developing your people through coaching and providing them with enriching experiences. You take time to plan important conversations, are genuine and authentic, and you don't shy away from tackling difficult issues.
- You love Engineering and its power to create amazing things but have realised that your strength is in enabling and motivating Engineering teams to deliver the best quality solutions
- You're logical, structured and love process. You have the knack for taking a strategic vision and making it a reality, forming strong relationships along the way.
- You've got an excellence mindset. You understand that our customers expect the very best from Kinesys and you expect the highest quality work from your team.
- You're persistent, driven and clearly communicate what you need from others. You maintain a constant dialogue to ensure your team delivers.
- You thrive on innovating, improving and asking 'what if...'

### Your experience and knowledge

- You've got experience of leading a high-performing, multi-discipline engineering department
- You're got vast people management experience, including creating and managing development plans, giving feedback, and managing day to day situations that may arise
- You might have a degree in Electrical, Electronic, or Mechanical Engineering, Product Design, or Engineering Technology. Or, you may have gained your expertise through learning on the job. Both are great.
- You've got experience of balancing the demands of multiple projects at one time
- You can read, interpret, and refine technical drawings



### What you'll get here

- You'll get to be part of a company with technology at its core, working with brilliant people. You'll be inspired by them, and you'll learn fast
- You'll work on interesting projects and see your work in action everywhere from the gigs you go to, to the TV you watch
- You'll get 23 days holiday, increasing by one day per year of service to 25 days (+ Bank Holidays).
- You'll also get Christmas Eve and New Year's Eve off every year, without fail
- You'll get an annual £200 Entertainment Fund to spend on concerts, theatre, or cinema, as well as the usual Childcare Vouchers, Cycle to Work scheme and contributory pension
- You'll get access to our onsite gym and free parking