



As a Graduate/Assistant (Trades Background) Electrical Engineer in the Maintenance Team, you will develop expertise in engineering maintenance on site. Actively support the development of a reliability centred maintenance culture in partnership with the operations team. This position offers a unique opportunity to work in a dynamic and challenging environment. You will gain hands-on experience and mentorship from experienced professionals in the field.

MAIN DUTIES AND RESPONSIBILITIES

- Comply with all company policies and procedures.
- Assist the team to identify changing engineering standards and legislation which require site action/compliance.
- Lead and support smaller engineering maintenance projects across the smelter complex.
- Provide support and training to diagnose and fault-find equipment failures as required.
- Ensure all written isolation procedures are followed, involving multiple points of isolation to control hazardous energy.
- Identify the quickest and most cost-effective, long-term solution to remedial activity.
- Instil a reliability focused culture within direct reports, and maintenance function.
- Ensure all electrical equipment is maintained to current statutory, regulatory and company standards.
- Coordinate auditing systems to ensure engineering compliance on the site as required.
- Lead site reliability projects using recognised lean principles.
- Assist the coaching of the maintenance team to ensure competency and delivery standards.
- Manage external engineering contractors in line with health & safety, cost, time and standards and expectations.
- Support the Engineering team on new equipment installation, providing long-term maintenance input.
- Ensure all tasks comply with required health, safety and environmental standards.
- Work in a safe manner, avoid taking unnecessary risks and avoid improvisation which entails risk.

BENEFITS

- Competitive Salary
- 25 days annual leave
- 8 public holidays
- Bonus Scheme



- Company pension contribution from 4% up to 9%
- AVIVA Life Assurance (6 times the salary)
- BHSF Cash Health Care Plan or AVIVA Private medical insurance plus Dental Scheme
- Onsite Gym and access to a variety of Employee wellness initiatives
- Employee Assistance Programme
- Education Support Grant, £1000 for each child in university paid annually
- Cycle to work Scheme
- Employee Reward and recognition programme
- Employee Discounts – Inclusive rewards (Salary sacrifice scheme, discounts, cashback)
- Christmas Voucher

Experience, skills and qualifications

- Electrical Engineering Degree or Time Served Electrical Trade Qualification.
- Basic understanding of health, safety and environmental legislation.
- Outstanding written and oral communication skills.
- Ability to write technical reports and documentation.

Behavioural Competencies

- Interpersonal skills to collaborate in team environments and build relationships.
- Ability to prioritise, organise and manage workload.
- Attention to detail.

If you would like further details, then please contact lochabercareers@alvancegroup.com

The closing date for this role is Tuesday 17th June 2025, 11:59pm.