



We are seeking a skilled and qualified Department Engineer (Electrical bias) to join our Maintenance team. In this role, you will be responsible for both planned and reactive maintenance to support production and the continued running of the plant.

DESCRIPTION

About Us

Established since 1929, ALVANCE British Aluminium, part of the GFG Alliance, owns and operates the last remaining aluminium production plant (smelter) in the UK and a connected hydropower electricity generation station located on the slopes of Ben Nevis, Britain's highest mountain. A combination of renewable energy sources makes this site one of the greenest metal production plants in the country.

The Role

This diverse role involves providing the right expertise to deliver planned and reactive maintenance on site. You would be actively supporting the development of a reliability centred maintenance culture in partnership with the operations team.

Working hours

- Monday - Thursday - 7:30am - 4:00pm
- Friday - 7:30am - 12:30pm

Working with Us

We work collaboratively with high energy and ambition to develop sustainable growth plans for our business, our future and our careers.

We are committed to uncompromising levels of safety, strong customer-centricity, and diversity. Our people are our greatest asset.

If your true passion in life is to help create a better world through the work that you do, we would encourage you to think about joining Alvance British Aluminium. You will have the opportunity to thrive, make a difference and leave a legacy to both industry and society.

Duties and Responsibilities

- Comply with all company policies and procedures.
- Contribute to the writing and reviewing of company policies and procedures.
- Ensure all tasks completed within the department are carried out to the required health safety and environmental standard
- Work in a safe manner, avoid taking unnecessary risks and avoid improvisation which entails risk.
- Ensure that all accidents and incidents are investigated thoroughly, with robust action put in place to prevent recurrence.
- Give clear instructions which incorporate safety aspects and ensure they are adhered to.
- Conduct as and when any other HSEQ related activities that is required by the business.



- Ensure all written isolation procedures are followed, involving multiple points of isolation to control hazardous energy.
- Manage the trade and apprentice workforce in your area.
- Contribute heavily to the development of the weekly maintenance schedule in your area.
- Lead the delivery of the weekly maintenance schedule in your area via an information centre and the CMMS.
- Identify changing/new engineering standards/legislation which require site action/compliance.
- Instil a reliability focused culture within direct reports, and the maintenance function.
- Lead site reliability projects using recognised lean principles.
- Provide support and training to diagnose and fault find equipment failures.
- Coach the maintenance team to ensure competency and delivery standards.
- Work towards being an Isolation Officer (IO) and Senior Authorised Person (SAP)
- Ensure the development and training of apprentices is in line with the outcome of a time-served resource.
- Manage external engineering contractors in line with health & safety, cost, time and quality expectations.
- Support the Engineering team on new equipment installation, providing long-term maintenance input. Lead and support engineering maintenance projects across the smelter.

REQUIREMENTS

Essential

- Engineering maintenance knowledge in a heavy engineering environment (Electrical bias).
- Good understanding of health, safety and environmental legislation.
- Knowledge of industrial scale process plant operations and maintenance, including related standards, codes of practice and technical procedures.
- People management / coaching / mentoring of engineering staff.
- Must be able to demonstrate good verbal and written communication.
- HNC or above in an engineering discipline.

Desirable

- Experience working in a COMAH environment.

Benefits and Reward

We can offer you the opportunity to be part of a strong and talented team, taking part in rewarding work, with supported learning and development, along with an excellent work-life balance.



For your commitment, drive and outstanding performance you will be rewarded with:

- Competitive Salary
- 24hr Responsibility Payment
- 25 days annual leave
- 8 public holidays
- All specialised training provided
- Bonus Scheme - 10% base salary up to a maximum of two times STIP target
- 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 – Local Discounts (Highland Highlife, Highland Cinema, Cotswold Outdoor and more), Inclusive rewards (Salary sacrifice scheme, discounts - Argos, Currys, Costa, M&S, Boots, Travel and more, cashback)

For more information or if you have any questions, you can email

lochabercareers@alvancegroup.com

The closing date for this role is Wednesday 30th July 2025.