



We are seeking a Controls & Automation Engineer to maintain and improve our site control systems. This is a great, hands-on opportunity, which involves working on engineering projects, supporting day-to-day operations, and mentoring colleagues.

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 maintaining and improving our site's control systems to minimise the breakdown time and ensure smooth recovery after system failures. This is a great opportunity, offering a hands-on and varied experience that includes working on engineering projects, supporting day-to-day operations, and mentoring and coaching engineers and technicians.

Working hours

- Monday - Thursday - 7:30am - 4pm
- 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

- Maintain site control systems to minimise breakdown times and ensure efficient recovery after system failures.
- Provide control systems expertise to lead complex control system process troubleshooting.
- Lead site control system maintenance projects and support site electrical engineering capital projects.
- Identify, implement and develop control system and equipment improvements to support smelter operations
- Supervise, mentor and coach technicians and engineers.
- Manage their own work and activities, in line with site HSEQ standards.



- Development, planning and execution of projects across the smelter and hydro-scheme which operates on a continuous basis 24/7.
- Project manage multiple projects concurrently in addition to providing engineering support to the site.
- Maintaining and updating all drawings associated with site control systems and projects.
- Monitors progress and performance against agreed objectives.
- Manage stakeholder relationships with both internal clients and external suppliers and contractors.
- Ensure project-specific management of change is carried out and recorded accordingly, against the change register.
- Ensure compliance of all relevant legislation in relation to site control equipment.
- Provide Technical and Engineering support to the Engineering and Operations functions.
- Ensure that all employees directly under their charge are aware of their responsibilities regarding HSEQ matters and their obligations for safe working.
- Discuss working methods with the HSEQ Department and determine adequate safe systems of work.
- Ensure that any contract or site personnel working on site for control system works, do so in a manner that complies with site HSEQ standards.
- Ensure continuity of operations by assisting with breakdowns.
- Assist with the development of apprentices with regard to controls and automation skills

Requirements

Essential

- Electrical and instrumentation knowledge.
- PLC, HMI and SCADA experience.
- PLC programming skills.
- Must be able to demonstrate good verbal and written communication.
- HND or above in an engineering discipline.

Desirable

- Experience working in a COMAH environment.
- Good understanding of health, safety and environmental legislation.
- People management / coaching / mentoring of engineering staff.



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**](mailto:lochabercareers@alvancegroup.com)

Please note: the closing date is now 19 December 2025.