



Lead Department Engineer – New Position

Job Description

As we develop our Maintenance team, we have a great opportunity for an experienced engineer to join us as Lead Department Engineer. This role offers the chance to build on your technical and leadership experience, develop others and help shape how maintenance is delivered across the site.

Reporting to the Maintenance Manager, you will manage and support our Department Engineers, coordinating priorities and resources to deliver safe and effective maintenance. Working closely with Operations, you will connect day-to-day maintenance delivery with our longer-term goals for reliability and continuous improvement.

About Us

Established in 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.

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 Alvance British Aluminium. You will have the opportunity to thrive, make a difference and leave a legacy to both industry and society.

Key Responsibilities

- Comply with all company policies and procedures
- Lead safe day-to-day maintenance delivery across all plant areas
- Set priorities and coordinate planned, urgent and breakdown work and resources across the site
- Manage and support Department Engineers, holding them accountable for maintenance delivery and performance
- Coordinate craft resources and apprentices across departments, including apprentice mentoring and development towards time-served competency
- Ensure maintenance personnel are suitably trained and competent for the work they carry out



ALVANCE

- Monitor weekly schedule delivery, work quality, CMMS compliance and maintenance performance
- Review breakdowns, backlog, preventive maintenance and repeat failures, ensuring actions are progressed
- Maintain the day-to-day interface with Operations on priorities, plant condition and recovery
- Escalate significant safety, environmental, operational, reliability and resource risks to the Maintenance Manager
- Oversee significant contractors and support shutdowns, projects, plant modifications and new equipment installations
- Support the Maintenance Manager with maintenance strategy, resource planning and continuous improvement

Who are we looking for?

- Engineering maintenance experience in a heavy engineering environment with a Mechanical or Electrical bias
- Experience leading maintenance teams and managing engineering staff
- Strong understanding of planned, reactive and reliability-centred maintenance
- Good understanding of health, safety and environmental legislation
- Knowledge of industrial process plant, relevant standards and technical procedures
- Working knowledge of CMMS systems and maintenance performance measures
- Strong leadership, communication, prioritisation and coaching skills
- Experience mentoring apprentices and developing technical competence

Desirable:

- COMAH experience

- **Hours of Work**

Monday - Friday (Friday finish at 12:30)

Reward and Benefits

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
- Relocation Assistance may be available for the successful candidate
- Responsibility Payment
- 25 days annual leave + 8 fixed public holidays
- Option to buy and/or sell annual leave
- All specialised training provided
- Bonus Scheme
- Company pension contribution from 6% up to 9%
- AVIVA Life Assurance (6 times the salary)



ALVANCE

- BHSF Cash Health Care Plan
- 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)
- Half-day Fridays

Closing date for this position is Monday 5th October 2026

For more information or if you have any questions, you can email lochabercareers@alvancegroup.com