

**Job title:**

Transition Lead

**Location:**

Coventry, West Midlands and Shepshed, Leicestershire

**Reports directly to:**

Group Head of Manufacturing Strategy

**Reports functionally to:**

Internal stakeholders

**Matrix Stakeholders:**

15-40

**Travel:**

Domestic travel required, up to 75%

**Strategic business unit:**

Headquartered in the UK, Meggitt PLC is a global engineering group specialising in extreme environment components and smart sub-systems for aerospace, defence and energy markets. Some 11,000 people are employed across manufacturing facilities in Asia, Europe and North America and regional bases in Brazil, India and the Middle East.

Meggitt's civil aerospace presence covers large commercial transports, regional aircraft, business jets, helicopters and general aviation. Its defence markets cover all military aircraft types, land systems, naval platforms and aerial, land-based and marine threat simulation training and weapons systems development. The firearms element of this capability extends into law enforcement and security organisations.

The group's growing presence in energy is driven by our core fluid controls, heat management and sensing and monitoring capabilities, many of which are deployed to help reduce the maintenance costs, fuel consumption and carbon emissions of industrial gas and steam turbines.

**Purpose:**

The Transition Lead is responsible for leading select footprint transformation projects and providing strategic planning support and program management expertise to achieve specific project deliverables

**Specific responsibilities:**

- Develop strategic and tactical execution plans including financial models for manufacturing strategy projects and ensure the following deliverables are achieved per the project schedule
  - o Approved CER (Capital Expenditure Request)
  - o Detailed Project Plan
  - o Building Design
  - o Cell Design, Factory Layout
  - o Communications Plan
  - o Training Plan

**Responsibilities:**

- Management of the program plan including scope, schedule, cost, technical, resource and risk management.
- Establish and maintain detailed technical plans, estimates and schedules.
- Program tracking and reporting (cost, schedule, and milestone accomplishments), using Project scheduling, reporting and financial management tools as appropriate.
- Responsible for providing senior management with the necessary information to make the appropriate business decisions.
- Building and leading an effective, high performing cross-functional team of approximately 22-25.
- Focal point with all internal departments including Operations, Supply Chain, Quality, Contracts, Human Resources, Finance, Engineering, IT, Sales, HS&E, etc. (There are no direct reports)
- Responsible for ensuring the cross-functional team is staffed for success, i.e. correct positions and the correct people in those positions.
- Must create the communication plans for the transition projects and provide the respective updates to:

- Senior Leadership on the project's progress
- Various levels of internal impacted parties
- All external impacted parties

**Note:** *In addition to these functions, employees are required to carry out such other duties as may reasonably be required*

**Key skills and competencies required:**

- Preferred:
  - Professional Project management certification with proven delivery experience
- Required:
  - Manufacturing experience with cross functional experiences (How the other disciplines tie into manufacturing decisions)
  - Experience of highly regulated industries is essential
  - Change management experience is highly desired
  - International experience is essential
    - US and UK regulations experience is highly preferred
  - Excellent hand's on transition management experience. Seasoned with multiple cycles of learning in the function.
  - Strong leadership skills, interpersonal skills and communication skills in a team environment
  - Depth of knowledge and experience in manufacturing, engineering, supplier quality and program management
  - Global experience with large scale transition projects
  - Project management skills with the ability to close initiatives on time and within budget. Able to prioritize and manage multiple project/programs with limited and shared resources. Expert Microsoft Project skills
  - Technical acumen to effectively interface with operations, supply chain, finance, HR and other functions.
  - Very strong process skills. Experience at establishing, training on and driving compliance on transition processes
  - Clear and concise verbal and written communication skills, with the ability to effectively communicate project status and program needs across different levels of the organization and different operating environments
  - Strong problem solving skills
  - Ability to foresee potential issues and concerns and the fortitude/constitution to effectively manage these to continue the progressing the project(s)
  - Ability to deal with significant amount of ambiguity, multiple directional changes and competing demands
  - Willingness to travel 75%+ including some extended stays
  - Previous people management experience