

Honeywell Job Description			
Job Title:	Graduate Production & Operations Management Engineer Graduate MES Engineer (Short Form)		
Reports To:	Production & Operations Management Business Leader (Pacific) (MES Business Leader, Pacific)		
Department:	AS	Matrix Manager :	None
SBG / SBU:	PMT / HPS	Date Compiled:	4 June 2016

Position Purpose/Summary

Graduate Production & Operations Management Engineer (Graduate MES Engineer) is a key role for the successful delivery of Advanced Solutions applications and services to our clients in the Pacific region. This position is responsible and accountable for the successful delivery of project activities within each defined project, including Service Projects and GMP/A360 Projects. These results are achieved through implementation of key knowledge and skills within their domain of expertise. This position directly reports in to the MES Business Leader (Pacific). The Graduate MES Engineer is a member of the Advanced Solutions Operations Group.

Key Accountabilities / Deliverables of the role

KEY INDIVIDUAL ACCOUNTABILITIES / DELIVERABLES
<ol style="list-style-type: none"> 1. Regional AOP: Execution of Regional AOP. Quarterly achievement of AOP for key business measurement (Orders and Revenue) 2. Regional STRAP: Execution of Global STRAP initiatives at regional level, including identified regional break through initiatives (BTI's). 3. Functional Engagement: Engagement with the relevant business functions within HPS <ol style="list-style-type: none"> a. HPS Sales: Orders b. Proposals & Estimation: Quality, OTD, estimation support, etc. c. Human Resources: HPD. 4. Client Engagement: Engagement with key client accounts and net promotion from project delivery. 5. Employee Engagement: Participation in Town Halls, Recognitions nominations, regional activities participation 6. Safety: Contribute to a safe working environment for all teams in the region 7. Other: Any other Pacific Region activities and agreed G&O's

Key Success Factors (Key Metrics / KPIs / Deliverables)

1. Regional AOP:		
a. ALL:	Revenue/GP – Billability	per AOP Target
2. Regional STRAP:		
a. ALL:	Global BTI's:	per Global BTI Target
b. ALL:	Regional BTI's:	per Regional BTI Target
3. Functional Engagement:		
a. ALL:	Human Resources:	Bi Annual
4. Client Engagement:		
a. Key Account Engagements:		per Project List
b. Net Promotion Index:		Net Promoter
5. Employee Engagement:		
a. Town Hall Presentations:		Quarterly attendance
b. Recognition (Bravo's, etc):		Monthly nominations
c. Engagement Activities:		Quarterly participation
6. Safety:		
a. SOS Discipline:		4 p.a.

Interdependencies

1. MES Business Leader: Reports to Business Team Leader to take direction for project delivery activities. Provide input to ensure operations team forecasting, allocation and assignments is correct.
2. Project Managers: Works in close collaboration with Project Managers to achieve project delivery success.
3. Operations Leader: Has some collaboration with Operations Leader for the successful delivery of Projects within the portfolio group.
4. After Market Services Leader: Has some collaboration with After Market Services Leader for the successful delivery of Service Projects and AMS activities within the portfolio group.

Qualifications/ Experience/ Knowledge

Job Specifications	General (Define as "Essential" or "Preferred" and Qualify Statements as "Excellent", "Good / Proficient" or "Basic")
Required Licenses, Accreditations / clearances / statutory requirements	•
Education / Qualifications	• Bachelor's in Engineering/Technology: Essential
Experience	<ul style="list-style-type: none"> • 0 to 2 years MES experience • 0 to 2 years relevant industry experience
Professional Skills / Knowledge	<ul style="list-style-type: none"> • Good technical skills are required for <i>portfolio</i> area • Able to work as a team member and capable of interfacing and working with a wide range of personalities. • Proficient with Microsoft Office applications • Good problem analysis skills including for problem solving • Good technical writing skills. • Good written and verbal communication skills.
Behaviour Competencies	
Competency	Definition
Analysis/Problem Assessment	Securing relevant information and identifying key issues and relationships from a base of information; relating and comparing data from different sources; identifying cause-effect relationships.
Communication	Expressing ideas effectively in individual and group situations (including non verbal communication); adjusting language or terminology to the characteristics and needs of the audience.
Customer Service Orientation	Proactively developing customer relationships; making efforts to listen and to understand the customer (both internal and external); anticipating and providing solutions to customer needs; giving high priority to customer satisfaction.
Innovation	Generating creative solutions to work situations; trying different and novel ways to deal with organisational problems and opportunities.
Judgement/Problem Solving	Committing to an action after developing alternative courses of action that are based on logical assumptions and factual information and that take into consideration resources, constraints, and organisational values.
Technical/Professional Knowledge	Having achieved a satisfactory level of technical and professional skill or knowledge in position-related areas; keeping abreast of current developments and trends in area of expertise.
Individual Leadership/ Influencing	Using appropriate interpersonal styles and methods to inspire and guide individuals (direct reports, peers, and senior managers) toward goal achievement; modifying behaviour to accommodate tasks, situations and individuals involved.

Please note :

This role may be subject to ongoing criminal history checks, random drug & alcohol testing and / or medical examinations in line with Honeywell, customer and statutory specifications and it is a requirement of the role to satisfy these requirements.

Approved by Direct Manager (Initial)	Approved by 2nd Level Manager (Initial)
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