

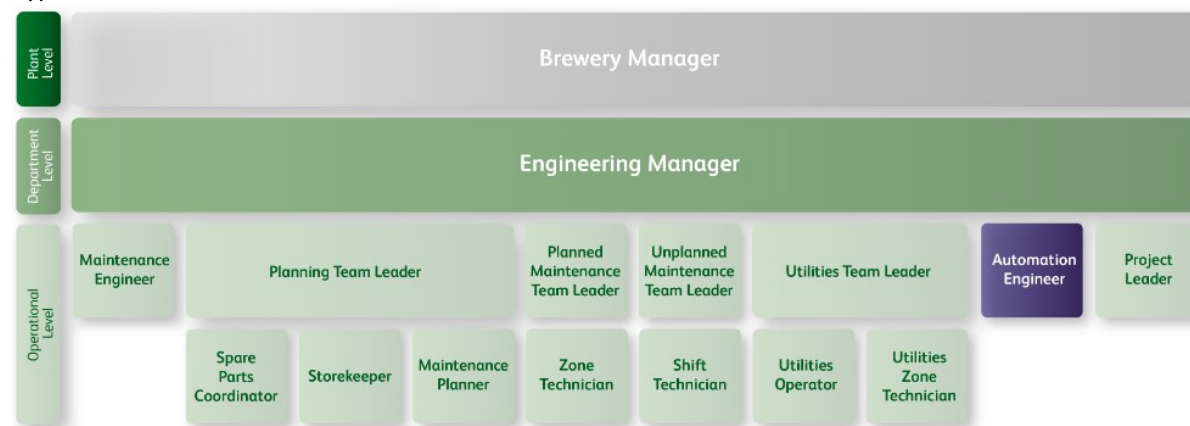
General Information

JOB Automation Engineer

CONTEXT

- Reports to Engineering Manager (EM).
- Feeds planning team leader and maintenance planner with preventive maintenance plans and plans to restore assets to basic condition.
- Subject Matter Expert on automation for entire brewery and mentor for technicians.

Typical Structure:



Note

- The Automation Engineer and Project Lead roles are optional
- The Shift Technician and Utilities Operator are shift roles
- The Storekeeper is a shift role either in the Engineering organisation or in Logistics
- Utility operation of waste water treatment could be also under the responsibility of Brewing

NB: This job profile is based upon that of the maintenance engineer (ME). This means that most key activities are the same. However the automation discipline has been added and the automation engineer can be treated as a backup ME.

It follows from common sense and practicality that the ME will be in the lead with his profile tasks while the AM will focus primarily on his discipline tasks first and secondly supports the ME in the (other) tasks. This is also reflected in the required competency levels which are ranked lower than that of the ME.

PURPOSE OF THE JOB

Ensuring the reliability and availability of all production and utilities equipment having a long term focus and providing input and coaching to planning and execution of maintenance plans, keeping health and safety as a priority. Ensures adequate breakdown resolution for automation related breakdowns.

Leads continuous improvement using KPI- and TPM tools.

Accountabilities

	KEY ACTIVITIES	RESULTS
1. SAFETY, FOOD SAFETY & SUSTAINABILITY	<ul style="list-style-type: none"> Collect safety related maintenance tasks and translate into maintenance plans for execution. Collect legal related maintenance tasks and translates into maintenance plans for execution. 	<ul style="list-style-type: none"> Maintenance is a safe working environment and all safety standards are embedded in daily activities. Working areas are sustainable and with no issues.
2. QUALITY	<ul style="list-style-type: none"> Collects quality related maintenance tasks and translate into maintenance plans for execution, including calibration activities. 	<ul style="list-style-type: none"> Compliance of food/safety standards during maintenance work.
3. WORK PROCESSES	<ul style="list-style-type: none"> Manages and organizes asset master data, (preferably) within the CMMS. Sets up the asset breakdown structure down to required maintainable item level, defines all PM tasks and inventory items in CMMS according to the master data standards. Implements management system. Monitors asset performance (OPI or line availability). Responsible for plant availability (uptime). Introduces basic maintenance plans on all equipment on statutory, OEM or Global Maintenance Standards. Sets up basic spare part segmentation and defines critical spares. No change (MOC) or modification activities, only restore to basic condition activities. Collects and manages asset drawings, documents, permits (licenses), warranties. Conducts Tagging if required or appropriate. Supports sourcing strategy; i.e. sets up basic maintenance supplier agreements and/or SLA's. Conducts the plan and execution of brewery CAPEX's in case the brewery does not have a Project Leader. Proposes AM support policy for automation and support implementation. Supports engineering manager (EM) in maintaining automation master plan. 	<ul style="list-style-type: none"> CMMS has as-built asset data to required detail level and is suitable for proper failure analysis. OPI Performance Killer Pareto, -analysis and follow-up. Basic maintenance plans for all assets. Basic spare part segmentation and (defined) critical spares. (No Change policy). Up to date and complete asset drawings, documents, permits (licenses) and warranties. Proper Tagging. Basic maintenance supplier agreements and/or SLA's. Backup CAPEX project leader (if required). Required plant automation control & central services. No outdated , or obsolete automation platform
4. ORGANIZATION, INTERFACES & PEOPLE MANAGEMENT	<ul style="list-style-type: none"> Supports engineering manager (EM) and reports to the EM in initiating and driving the basic maintenance processes and restoring basic condition. Feeds planning team leader and maintenance planner with preventive maintenance plans and plans to restore assets to basic condition. Mentors and trains zone technicians in restoring the basic conditions to the assets in their zones. Mentors and trains zone technicians in executing breakdown analysis. 	<ul style="list-style-type: none"> Strategic Maintenance Pillar plan, Organization structure and established basic standards and processes. Proper preventive maintenance input for the planning/preparation department. Technical leadership and control in restoring basic conditions per zone. Technical leadership and control in assuring

	KEY ACTIVITIES	RESULTS
		proper breakdown analysis.
5. TPM & CONTINUOUS IMPROVEMENT	<ul style="list-style-type: none"> Performs loss & cost maintenance deployments to shop floor level and establishes PDCA-process. Assesses current equipment condition and develops restoration plan to eliminate sporadic loss. Prepares for AM team roll out execution, incl. training: AM steps 0 to 3, LOTO, understanding machine working principles, Tagging, OPL & CILT management. Drives prioritized implementation of AM 0 to 3 by using ABC analysis. Supports the improvement of basic standards for safety, process, and quality and ensures compliance. Implements systematic breakdown analysis and reduction system (BDA). Monitors impact of PM activities (MTBF, MTBS, MTBA, ...) and supports countermeasures to improve preventive maintenance (PM) and autonomous maintenance (AM) roll-out. Starts improvement on focus equipment to eliminate abnormalities and develops basic skills in maintenance and operating teams via training. OpCo responsible for assessment and training in automation troubleshooting. 	<ul style="list-style-type: none"> Deployment of the loss- en maintenance performance losses on shop floor level. OPI Performance Killer Pareto, -analysis and follow-up. Operators responsible for maintenance of equipment basic conditions. Machines basic condition fully restored based upon ABC prioritisation. Up to date basic standards for safety and quality; basic maintenance plans in place. Breakdown root cause analysis system. MTBx improvement strategy in place and performance significantly improved. Improvement initiatives of focus equipment. Implemented automation troubleshooting.
6. INFORMATION & DATA MANAGEMENT	<ul style="list-style-type: none"> Key-user of the CMMS. OPI (and other ME-) data registration in the CMMS. Maintains automation back-up data (parameter, PLC, HMI etc.). Reports on maintenance KPI's; i.e. % assets restored to basic condition, nr. of breakdowns, % ABC analysis complete, OPI score and/or line performance, % PM plans OTIF and % asset master data as built. 	<ul style="list-style-type: none"> Active monitoring and control of the CMMS. Secure automation related data. Functional maintenance KPI dashboard.

Knowledge and Experience

	DESCRIPTION / GUIDELINE
WORKING AND THINKING LEVEL	Preferably Bachelor level in plant automation.
EXPERIENCE	<ul style="list-style-type: none"> Minimum of 2 years in Plant automation. 2 - 3 years Maintenance experience and managing of people.
SPECIFIC EXPERIENCE	<ul style="list-style-type: none"> General knowledge of maintenance engineering processes; i.e. have basic knowledge of cost driver and performance killer analysis, ABC criticality ranking, preventive maintenance, critical spare parts selection, item segmentation & inventory management, asset performance management.

	<ul style="list-style-type: none"> ▪ Good knowledge of maintenance operations and CMMS (i.e. asset master data key-user and becoming/training for asset master data expert). ▪ Excellent technical maintenance analysis- and reporting skills. ▪ People management and leadership. ▪ Facilitating skills / ability to organize and facilitate workshops for multidisciplinary teams. ▪ TPM / Lean / 6 Sigma, etc.
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Functional Competencies | Managerial

	COMPETENCY DESCRIPTION	LEVEL 1	LEVEL 2	LEVEL 3
SAFETY	The ability to create and maintain a safe environment for employees, contractors and visitors according to the applicable Statutory, Heineken and local regulations, policies and procedures.			
MAINTENANCE COST MANAGEMENT	The ability to setup an activity based maintenance plan and maintenance budget, to execute both, manage cost and performance within budget and to judge risks against total financial impact (variable cost, fixed cost, working capital, cost of product out of stock...).			
MAINTENANCE RESOURCE PLANNING	The ability to translate operational needs into an optimized resource planning (People, Materials, Process and Equipment).			
MANAGEMENT REPORTING	The ability to produce and report data accurately and timely; to analyse and interpret this data and to effectively communicate to the relevant stakeholders, in order to facilitate optimal decision making.			
PROJECT MANAGEMENT	The ability to manage a project by developing an accurate plan, defining clear scope and allocating sufficient resources to achieve specific goals OTIF within budget.			
MAINTENANCE PROCESSES MANAGEMENT	The ability to use performance indicators and deployments to reduce input (e.g. cost, resources) and increase output (equipment performance).			
MAINTENANCE STRATEGY DEVELOPMENT AND IMPLEMENTATION	The ability to translate the operational plan into overall maintenance strategy, objectives, priorities and targets and to create commitment to implement.			
SERVICE LEVEL MANAGEMENT	The ability to define, negotiate and manage the service level agreements with service providers.			
MAINTENANCE EXECUTION CONTROL	The ability to effectively control and improve on execution of maintenance work by checking actual work done, giving feedback, coaching and training technicians and developing work instructions.			

	COMPETENCY DESCRIPTION	LEVEL 1	LEVEL 2	LEVEL 3
MAINTENANCE ENGINEERING	The ability to setup, maintain and optimize maintenance plan in order to maximize cost-effectiveness of the asset (optimizing fixed, variable, logistics, loss of sales costs ...).			
SPARE PARTS MANAGEMENT	The ability to ensure spare part availability against optimal cost and to judge risks against financial impact.			