Cumberland Council

Post Specification

Date	**August 2026**
PG Number	**9082**
Post Title	**Port Engineering Manager**
Job Family	**Regulation & Technical**
Job Family Role Profile	**RT14**
Final Grade	**14**

To be read in conjunction with the job family role profile

Service Area description

The Service is responsible for managing the Port of Workington's Engineering Functions.

Purpose of this post

The post will be a key member of the Ports management team and have responsibility for the safe and compliant maintenance and operation of the Port Plant & Machinery, Pilot vessels & Tugs and Port infrastructure.

The role will be central in ensuring the Ports Operational responsibilities are delivered.

The postholder will:

- Be responsible for the management of the Ports fleet maintenance, testing, repair and inspection functions.
- Be responsible for the management of the Ports Engineering Workshop.
- Be responsible for the implementation and enforcement of Health & Safety procedures and the development of safe and sustainable working practices.
- Support the Port Operations Manager, Harbour Master and Port Manager in the delivery of the Ports statutory functions, cargo handling responsibilities and wider development projects.

Key job specific accountabilities

Maintain a professional knowledge of industry best practice and legislation.

Manage the Ports Workshop / Stores for Ordering of Spares and Consumables.

Keep Servicing, Maintenance & Inspection records up to date.

Lead the Ports fleet maintenance and repair arrangements

Be responsible for compliance within the Ports Engineering Workshop

Maintain a high-level of technical knowledge, expertise and awareness of key industry developments to support the provision of advice, guidance and training to staff, mentoring colleagues and apprentices as needed.

Management of service level agreements and commercial contracts, monitoring performance and driving service improvement and efficiency.

Development of strategies and plans to support the development of the service to meet current and future challenges for example in relation to the modernisation / decarbonisation

of vehicles, electric vehicles maintenance, identifying commercial opportunities and partnership working.

Managing significant health and safety risk including the development of RAMS and SSOW's

Supporting development projects and initiatives as relevant to the role

Provide high-level, technical, professional advice to support future procurement, collaborating closely across the organisation and with external partners and customers.

Management of the Ports incident / breakdown response, including the out of hours / weekend call-out rota ensuring robust arrangements are in place.

To drive a range of Plant & Machinery to support fleet maintenance activity and future fleet procurement.

Undertake incident investigations within the Council for the purposes of Health and Safety and other requirements.

Maintain a focus on business improvement and collaborative working to support the delivery of shared outcomes.

To attend Port operations meetings and form part of the Ports H&S committee

Provide formal reports as required.

To work flexibly across the wider Port Service, providing management support and advice to other teams.

Undertake such other duties required from time to time and are commensurate with this position.

Please note annual targets will be discussed during the appraisal process

Key facts and figures of the post	
Budget Responsibilities	N/A
Staff Management Responsibilities	• Take operational and technical responsibility for the broad range of functions undertaken by the Port Engineering Team. • Direct management for a small number of junior engineering staff. • Manage relationships across the organisation and with external partners • Manage an extensive and diverse external supply chain in relation to fleet and plant procurement and maintenance.
Other	• The post-holder must be demonstrably competent to manage significant risk effectively

Essential Criteria - Qualifications, knowledge, experience and expertise

Qualifications

- Professional qualification relating to Heavy Plant Engineering (Essential)
- Professional qualification relating to Electrical Engineering (Essential)
- Plant Movers Ticket (Essential)
- Professional qualification relating to H&S (IOSH minimum)
- Slinger / Banksman Qualification (Preferred)
- Evidence of continuing professional development.

Knowledge

- Good knowledge of Engines, Transmissions, Hydraulic Systems and Auto Electrical Systems of Heavy Plant and Machinery. (Essential)
- Vehicle maintenance and safety inspection programmes. (Essential)
- Different types of Port Machinery and their uses (Essential)
- Health, safety and risk legislation relating to vehicles, equipment and workshops. (Essential)
- Local authority governance legislation and protocols including decision making, people management and financial controls. (Preferred)
- Technical and legal knowledge of fleet maintenance.
- Performance management. (Preferred)
- Contract and partnership management. (Preferred)
- Project, programme, and risk management. (Preferred)
- Procurement rules and internal governance arrangements (Preferred)

Experience

- Considerable experience of managing large Plant & Machinery including (Essential)
    - FLT's
    - Material Handlers & Port Cranes
    - Loading Shovels
    - Reachstacker
    - Telehandlers
    - HGV's
    - Locos
- Experience of Port infrastructure including (Essential)
    - Dock Gates
    - High Mast Lighting
    - Overhead Gantry Cranes
- Experience of staff management.
- Working with partners and external agencies.
- Experience of influencing key stakeholders across the wider organisation to ensure that the legislative requirements are adhered to.
- Working within a highly regulated industry
- Management of contracts & suppliers
- Managing teams, suppliers, and contractors

Skills

- Technical skills commensurate with the post
- Demonstrable effective leadership skills and ability to direct teams to complete established targets and workloads.
- Able to develop and maintain effective working relationships at all internal levels and externally with partners and stakeholders.
- High level of communication skills and the ability to write clear, concise and coherent reports and communicate with teams.
- Ability to:
    - lead and motivate teams in a variety of situations.
    - work as a team player.
    - work under pressure and achieve deadlines.
    - work on own initiative and to work as part of a team.

- work under pressure and to effectively manage competing priorities and deadlines.
- analyse and interpret information, undertake research and make recommendations.
- Competent in the use of IT and operating specialist software / IT systems, diagnostic equipment, service scheduling systems
- Customer focussed approach and commitment to excellent customer service.
- Commitment to equal opportunities.
- Sound awareness of health and safety risk – able to follow safe working practice and confident to challenge non-compliance / poor practice.

Disclosure and Barring Service – DBS Checks

- This post does not require a DBS check.

Job working circumstances

Emotional Demands	• The post-holder will have a lead role in driving change across the organisation, challenging and supporting others to support fleet and depot rationalisation and modernisation. This will require a level of personal resilience and tenacity.
Physical Demands	• Occasional manual and technical duties relating to the repair, inspection and testing of a mixed fleet, including mentoring / teaching staff and apprentices in their role. This will involve use of tools, specialist equipment and machinery, lifting, bending, stretching, including working under vehicles or at height.
Working Conditions	• The post holder will predominately work within a workshop environment, but will also be required to work outside, lone working and potentially in severe weather conditions.

Other Factors

- To model positive behaviour standards, placing health and wellbeing at the heart of everything we do, and displaying / reinforcing the Council's values (Ambitious, Collaborative, Compassionate, Empowering, Innovative).
- Be of good repute and professional standing – post is subject to basic DBS check
- Flexibility to respond out of hours to both planned and unplanned events including working across weekends and public holidays and through the night when needed.