



# Candidate information

## Multi-Skilled Engineering Specialist



## Job Description

Post Title: Multi-Skilled Engineering Specialist	Post Reference:	
<p><b>Summary of the Role:</b></p> <p>As a Multi-Skilled Engineering Specialist, you will play a critical role in ensuring the continuous operation of the Trust's essential services. You will be responsible for delivering complex technical activities across a diverse range of mechanical and electrical plant and systems.</p> <p>Your work will span planned and reactive maintenance, compliance tasks, installations, system upgrades, equipment retrofits, and minor project works. Leveraging your advanced knowledge of both mechanical and electrical systems, you will troubleshoot and resolve technical issues across a wide array of critical assets—supporting 24/7 service delivery across the Trust. This will include, but not be limited to emergency lighting systems, critical and non-critical Air Handling Units (AHU's), thermostatic control valves, taps and blended outlets.</p> <p>The persons appointed will have a technical qualification (HNC/HND) in either a mechanical or electrical discipline. The role also requires an in depth understanding and knowledge of compliance procedures, with the ability to implement the Trust, statutory and 2gether Support Solutions compliance procedures and Health &amp; Safety standards.</p> <p>You will take all measures to prevent danger, avoid injury and prevent damage to equipment by utilising safety equipment and protective clothing where appropriate, and will immediately notify management of any deviation from these regulations.</p> <p>You will be a highly motivated individual with excellent communication, interpersonal and organisational skills who is dedicated to working as part of our friendly team. You will effectively communicate with all levels of Trust staff in regard to maintenance and repair arrangements and schedules in order to underpin the smooth and efficient running of the Trust and maintain continuity of care to patients.</p>		<p><b>Reports to:</b></p> <p>Maintenance Manager</p> <p><b>Base / Location:</b></p> <p>Will be site based but you may be required to travel and work at other sites within the Trust portfolio</p>

<p>This role will require expert knowledge of technical services, and you will have the ability to make key technical decisions and be able to communicate complex technical and safety advice effectively with a wide range of groups, including department colleagues, other Trust staff groups, contractors, patients and the general public</p> <p>You will be required to evaluate and respond appropriately and effectively to potential emergency situations, ensuring that safety of patients, colleagues and the general public is always a priority.</p> <p>You may be required from time to time to carry out your duties at other sites and should therefore hold a full driving licence and be able to travel under your own ability.</p> <p>There is a requirement to work on a rotating shift system.</p>	
Key Responsibilities	Working Relationships & Contacts
<ul style="list-style-type: none"> <li>• Diagnose, resolve, and lead repairs of highly complex faults on mechanical and electrical systems, including boiler/steam plants, Heating, Ventilation &amp; Air Conditioning (HVAC), refrigeration systems, medical gas piped systems and associated plant, electrical switchgear, pressure systems including steam raising boilers, plate exchangers, calorifiers, water and drainage systems, Building Management Systems (BMS), air compressors, emergency lighting systems, thermostatic mixing valves, taps, blended outlets and Air Handling Units (AHU's).</li> <li>• Oversee and lead multi-disciplinary system shutdowns and critical infrastructure refurbishments.</li> <li>• Conduct technical feasibility assessments and installations of new or upgraded mechanical and electrical systems.</li> <li>• Provide authoritative advice and guidance on statutory and regulatory compliance requirements (e.g., HTMs, SFG20).</li> <li>• Contribute to and review Risk Assessments and Method Statements (RAMS), ensuring optimal safety standards are met at all times.</li> <li>• Be flexible in your working patterns, as overtime may be required to be worked at short notice in the event of engineering issues.</li> <li>• Act as a point of contact for incident investigation, RCA, and technical incident reporting.</li> </ul>	<p>Internal – Work as a member of the Estates engineering and management teams to ensure a high quality service is provided at all times. Excellent communication and interpersonal skills, which will include liaison with technical, administrative, management and Trust teams.</p> <p>External – Liaison with external contractors, consultants, project managers, suppliers as well as internal clinical staff and potentially external bodies such as HSE, EHO and PHE.</p> <p>Ensuring continuity of care is maintained to patients at all times.</p>

<ul style="list-style-type: none"> <li>• Supervise, review, and quality-check the completion of Planned Preventative Maintenance (PPM) and Reactive Maintenance (RM) activities.</li> <li>• Coordinate diagnostic troubleshooting with a view to prevent recurrence, using data and historical trends.</li> <li>• Collaborate with the Maintenance Managers and Engineering Compliance team to align works with asset lifecycle strategies.</li> <li>• Support the Maintenance Manager with strategic technical recommendations and project scoping.</li> <li>• Participate in cross-site technical audits and peer reviews of critical systems and work performance.</li> <li>• Drive the implementation and utilisation of Computer Aided Facility Management (CAFM) and other digital systems for asset management and job logging, all whilst ensuring comprehensive documentation procedures and reporting matrixes are followed.</li> <li>• Assist with analysing system performance using digital diagnostics and suggest optimisation strategies, and to be able to use electronic reporting systems to update on repairs and identify workflows.</li> <li>• Ensure full compliance with the Health &amp; Safety at Work Act 1974 and all other applicable legislation.</li> <li>• Lead safety-first culture by ensuring all work activities meet or exceed statutory safety standards, Trust Health &amp; Safety policies &amp; procedures and 2gether safety rules.</li> </ul>	
<b>Job Dimensions:</b> <b>Problem solving, decision making, impact, resource management including value, working environment, responsible for staff &amp; equipment</b>	<b>Performance measures and KPIs</b>
<ul style="list-style-type: none"> <li>• Demonstrate strong problem-solving skills by resolving complex technical issues and providing support to the Estates team as needed.</li> <li>• Working conditions include working in confined spaces or at height, noise in plant rooms and increased temperatures in boiler rooms and working outside in high ambient temperatures or in inclement weather.</li> <li>• A challenging aspect of the role will be managing expectations, especially the enhancement of the patient's customer experience.</li> <li>• You must be able to understand the impact of any works undertaken whilst working within a healthcare environment.</li> </ul>	<p>You will work alongside the Estates teams to ensure all performance measures, KPI's and SLA's are met at all times</p>

**Person Specification:**  
All below are **Essential (E)** or **Desirable (D)**

**Knowledge & Skills:**

- In depth knowledge of both electrical and mechanical systems (Low Voltage distribution, emergency lighting systems, refrigeration, boilers, Heating, Ventilation, and Air Conditioning (HVAC), pipefitting, water hygiene and Building Management Systems (BMS), Air Handling Units (AHU's) and thermostatic control valves, taps and blended outlets). (E)
- Strong communication skills (E)
- Ability to interpret technical drawings and deliver technical information to both technical and non-technical audiences (E)
- Must have the relevant skills and knowledge to avoid danger and to be able to carry out safe isolations to various plant as required. (E)
- Strong problem-solving and fault-finding skills (E)
- Capable of working in a demand driven service with a solution-based approach, adaptable to change and with a can-do attitude (E)

**Experience:**

- Proven experience with complex system troubleshooting, shutdowns, installations, and project work (E)
- Minimum 5+ years' experience in a complex M&E environment, ideally in healthcare, industrial, or critical services sectors (E)
- Supervisory experience (D)
- Multi-site maintenance experience in a regulated environment (D)
- Experience of working in an acute hospital environment, or facilities management experience within other complex environments (e.g. schools, prisons etc.) (D)

**Qualifications:**

- HNC/HND or equivalent in an engineering or related discipline (E)
- City and Guilds or BTEC (Level 3) in electrical and / or mechanical disciplines (D)
- Water systems & Legionella awareness training (D)
- C&G 2391 Testing & inspection (D)
- Appointed Authorised Person or Appointed Competent Person status in one or more disciplines, e.g. Low Voltage (LV) or High Voltage (HV) electrical systems, pressure systems, medical gases and Heating, Ventilation & Air Conditioning systems (HVAC) (D)
- Water Hygiene Responsible person (D)
- Health and Safety qualified (e.g. IOSH or NEBOSH) (D)

<ul style="list-style-type: none"> <li>• Working autonomously and prioritising workload accordingly (E)</li> <li>• Proficiency in CAFM systems and digital maintenance technologies (D)</li> <li>• Knowledge of air compressors, steam raising plant, calorifiers etc.(D)</li> <li>• In-depth understanding of the following systems, including Health Technical Memorandums, SFG20, Health &amp; Safety, and water system controls (D)</li> <li>• Awareness of water systems and their control measures (D)</li> <li>• Awareness of electrical, gas safety, asbestos and COSHH procedures (D)</li> </ul>		
---	--	--



## Job Role: Essential Health and Safety information

Does the post involve?		Y	N
<b>Confined Spaces?</b>	A “confined space” means any enclosed place, such as may need to be accessed by Estates staff for maintenance such as loft spaces, plant rooms or flues.	X	
<b>Driving?</b>	This means driving a Trust Vehicle, Passenger Carrying Vehicle or transporting patients in own vehicle for work purposes. It does not include commuting or driving between places of work	X	
<b>Exposure to Substances Hazardous to Health?</b>	This is where risk assessments have identified known health hazards. For example designated latex glove user, formalin, PMMA use.	X	
<b>Hand Arm Vibration Exposure?</b>	This includes hand held tools such as drills, saws and other power equipment. This is likely to include employees working in the Plaster Room, Mortuary, Estates and Orthopaedic Surgery.	X	
<b>Hand Washing?</b>	This means washing hands 20 plus times per working day.		X
<b>Lone Working?</b>	This means employees who work by themselves without close or direct supervision. Lone working may be found in a wide range of situations, such as home or community visits, working alone outside normal hours, working in remote or confined areas (such as plant rooms).	X	
<b>Manual Handling?</b>	This means all job roles where there are specific manual handling / patient handling requirements.	X	
<b>Night working?</b>	This means regular work at least 3 hours during the agreed ‘night period’ (usually includes 11pm to 6am).		X
<b>Noise exposure?</b>	This is where risk assessments have identified noise levels under the Noise at Work Regulations 2005, and is likely to include areas where ear protection is needed or workers regularly have to shout to communicate due to background noise.	X	
<b>Work at heights?</b>	A place is ‘at height’ if a person could be injured falling from it. This includes working on ladders, up scaffold or any other apparatus. It may also apply to staff who regularly have to stand on kick-stools or steps for significant periods of time to retrieve items/ notes from high shelving.	X	