

Job Title: Head of Discipline Engineering
Location: Aberdeen (Hybrid Working – Anchor Days in Office)

Role Overview

The Head of Discipline Engineering will lead a team of multi-disciplinary engineers, ensuring technical excellence, regulatory compliance, and continuous improvement across projects. This is a key leadership role requiring a Chartered Engineer with deep expertise in the energy sector and a track record of successful engineering management from concept through decommissioning phases.

Key Responsibilities

- Lead and inspire a multi-disciplinary engineering team, providing technical direction and mentorship.
 - Oversee compliance with client specifications, industry standards, and regulatory requirements.
 - Manage the delivery of engineering outputs from feasibility through to detailed design.
 - Review and approve engineering documentation, including drawings, specifications, and calculations.
 - Maintain a business-wide view of engineering workload and ensure effective resource allocation.
 - Foster a culture of innovation, technical excellence, and continuous professional development.
 - Identify and mitigate risks, enhancing the capabilities of the discipline team.
 - Lead recruitment, succession planning, performance management, and support graduate development.
 - Engage directly with clients to develop technical specifications, reports, and proposals.
 - Contribute to business development efforts, including tendering and client presentations.
 - Ensure all engineering work aligns with HSEQ policies and procedures.
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- Collaborate with internal and external stakeholders at all levels, including executive leadership and client representatives.

Required Skills & Experience

- Proven leadership and team-building capabilities.
- Strong commercial and contractual understanding.
- Exceptional communication and interpersonal skills.
- Results-driven with a pragmatic, hands-on approach.
- Demonstrated ability to manage engineering functions in complex and dynamic environments.
- Deep knowledge of the regulatory frameworks and legislation applicable to energy engineering.
- Strategic foresight in workforce planning, recruitment, and resource management.
- Resilience and adaptability in managing uncertainty and change.

Qualifications

- Chartered Engineer status.
- Degree in Engineering or related discipline.
- Minimum 5 years' experience in a senior Engineering Management role, preferably within the energy or offshore sector.

What We Offer

- Competitive base salary
- Employer pension contributions
- Flexible benefits package
- Hybrid working model with defined anchor days in the office
- Opportunity to work in a growth-focused company with global reach and a commitment to engineering excellence