

Job Title:	Department Manager - Motors & Automation
Department:	Motors & Automation
Line Manager:	
Core Hours Required:	37.5 hours per week
Probationary Period:	6 months
Salary Band:	Level 4 - £47,380pa - £61,800pa

What makes Neg Earth different and what we can offer you?

Founded in 1983 by Dave & Pip Ridgway, Neg Earth Lights is a family-owned lighting and rigging equipment supplier for the entertainment industry. We are based at our purpose-built state-of-the-art facilities in Park Royal, London. Every day is different and brings new and exciting challenges. We have a commitment to a sustainable future for the live events and touring industry, one that sparks real emotions and long-lasting memories whilst creating a sense of belonging for our team.

With over 40 years' experience of investing in the latest equipment, in our people, and in our relationships, we encourage ingenuity, creativity, and the exploration of new ways to collaborate.

From concept to delivery, our team takes great pride in our reputation for innovation, quality, and reliability. We seek to invest in the latest and best equipment and ensure everything, from flight cases to truss is maintained to the highest standard. We are forward thinking and flexible, making the complex, simple and the simple, exceptional. No matter the size or scale of the project we take pride in our consistency and customer focused approach.

Your training and development take centre stage; from your first day with us we will encourage and support you throughout your career. Our NELL Academy training programmes support your wellbeing and ensure you have the skills and knowledge to excel in your role. Our Leadership programmes enable your managers to help you succeed and our competencies guide your development enabling you to realise your full potential. We create an inspirational environment rewarding employees for their hard work.

Our vision is one that is sustainable for Neg Earth Lights, our Team, the Live Events Industry and the Planet. With us, everything is possible, and we strive to ensure every member of our team is acknowledged and can take pride in their delivery of projects.

Is Neg Earth the right fit for you?

We are looking for self-motivated individuals with plenty of initiative who use their ability to develop strong relationships to deliver exceptional customer service. Working proactively and collaborating with others to overcome problems and resolve issues.

Our reputation for excellence requires attention to detail and a high level of accuracy combined with a natural curiosity around what makes things work.

If you like to immerse yourself in exciting and challenging environments and work both independently and as part of a diverse team, then Neg Earth Lights could be the place for you.

Job Overview:

The Motors + Automation Department Manager will develop and manage a team responsible for the quality and provision of equipment and technical services for our clients in the live events sector. This role requires a deep understanding of mechanical systems, safety protocols, and legislative compliance. Your background might not necessarily be within in the live events industry as it is the

application of your knowledge to the industry and your ability to lead a team of technicians and engineers to ensure the highest standards of service are delivered.

Key Responsibilities:

- Planning and managing the department's operations, ensuring efficient use of all resources and the provision of the highest -quality standards.
- Considering the environmental and social impacts of the departments working practices, collaborates with others to reduce Neg Earth's carbon footprint and impact on the environment, leading to improvements in our sustainable impact.
- Maintaining an in-depth knowledge of motors, automation and rigging equipment used in live events and recommending developments and improvements. Staying abreast of technological advancements and legislative changes affecting the live events industry.
- Ensuring that all activities comply with relevant health and safety regulations and industry standards with specific and detailed knowledge of LOLER requirements and creating a safety-first culture. Developing and implementing safety protocols and risk assessments for equipment installation and operation. Dealing with and escalating any incidents or emergencies in accordance with established procedures.
- Using your transformational leadership skills to develop a diverse team of technical staff, fostering a culture of collaboration, continuous improvement, and professional development.
- Collaborating across the business to ensure the timely delivery and in line with the client's requirements. Sharing information, communicating, and combining talents to find innovative solutions to overcome the challenges faced.
- Managing budgets, inventory, and maintenance schedules for all departmental equipment.

Qualifications & Knowledge:

- A relevant degree, or the equivalent proven experience and work-related qualifications.
- Proven experience in a managerial role.
- Strong leadership skills and the ability to manage a diverse team.
- Comprehensive knowledge of motors, rigging, and automation systems.
- Extensive knowledge of relevant health and safety legislation and best practices.

Essential skills and behaviours

- Interest in the Live events and touring industry.
- Excellent communication and organisational skills.
- Creative thinker with diagnostic problem-solving abilities.
- Continually improvement approach.
- Customer service mentality.
- Relationship builder and team player.
- Honesty and reliable work ethic.
- Flexible and the ability to adapt and overcome challenges.
- Intermediate level Microsoft 365.

Desirable

- Project management skills.
- Lean processes.