



Stewart-Buchanan Gauges Ltd
AN EMPLOYEE-OWNED COMPANY

POSITION PROFILE

Managing Director



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Established in 1870, Stewart-Buchanan Gauges (SBG) is a long-established manufacturing business with a highly skilled workforce and strong reputation for quality products delivered on time. We have thrived over our long history because we put our customers at the heart of everything we do. Whilst SBG is a well-established business, we are also dynamic, and speed of response has been the cornerstone for much of our success. This is due to being a well organised business top down and bottom up.

SBG is a company that likes to stay one step ahead and our commitment to innovation has led to an enviable reputation as a manufacturer of market-leading, technically advanced products. This reputation has enabled us to grow in highly competitive markets across Europe and around the world.

Primarily, SBG manufactures gauges, valves and manifolds for a multitude of sectors including oil & petrochemical, power generation and food & drink. We also provide specialized products and services and can deliver respond quickly to bespoke requests.

Over many years, we have remained true to our core belief of dealing with our customers and our workforce openly and fairly. It is one of the reasons we became an employee-owned company in December 2011. With all our employees focused on the success of our business, we work together to deliver products of exceptional quality and to provide our customers with excellent levels of service.

We employ approximately 110 people at our 4,000 square metre production facility located in Kilsyth near Glasgow. The plant is home to state-of-the-art machinery, including the Manufacturing Resource Planning system (MRP II) and 3D design and CNC machines, enabling us to use the very latest manufacturing techniques.

As an employee-owned business, an entrepreneurial mindset is an asset throughout the company. Every employee's contribution matters to the overall success and needs to be cultivated.

Vision Statement

An employee-owned company responding to customer demands while setting the standards for Safety, Quality and Reliability.

Mission Statement

To recognise and exceed customer expectations. To build a strong ownership culture to create sustainable employment and the opportunity for each employee to contribute and succeed.

Further information on SBG can be found via the video link provided below:

[What We Do | The Stewarts Group \(stewarts-group.com\)](https://www.stewarts-group.com)





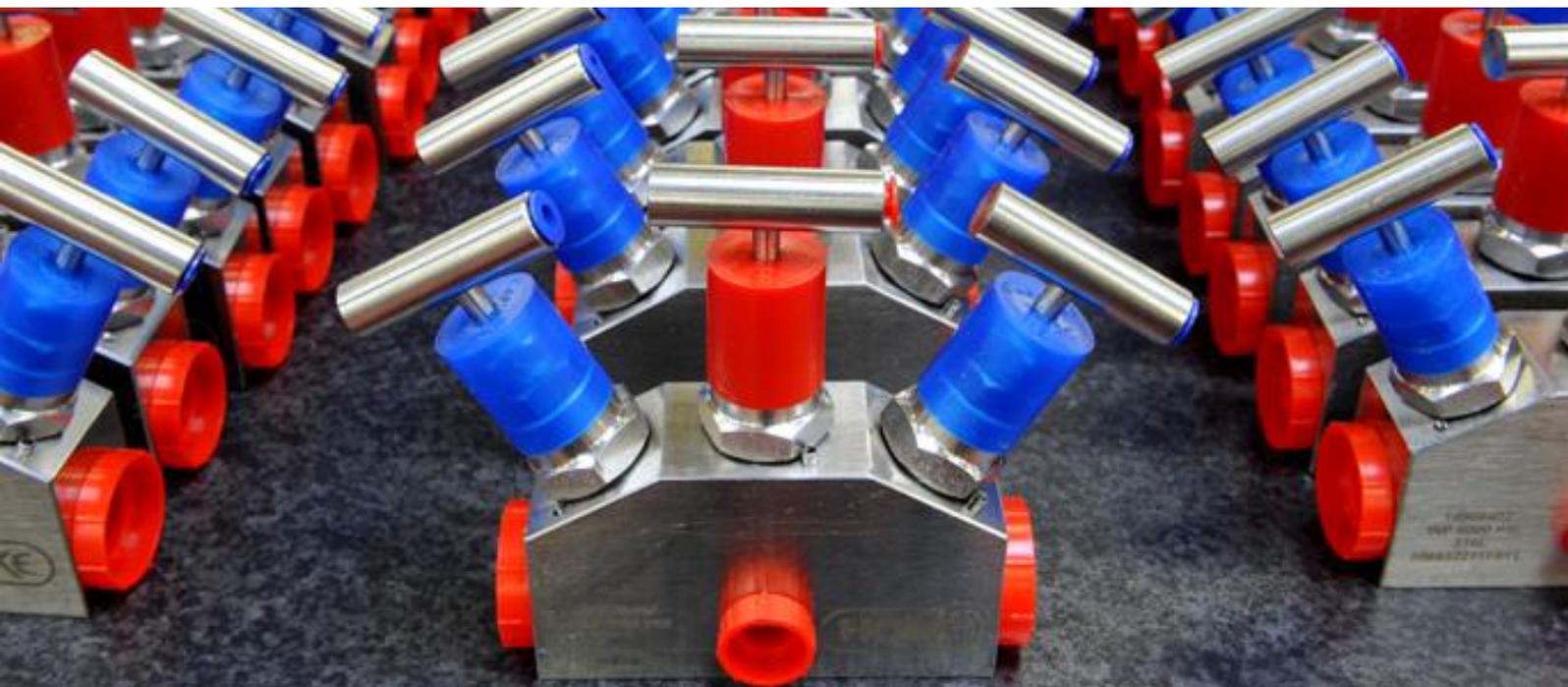
SBG has performed consistently to date working with a diverse range of customers across the world and offering exceptional customer service whilst remaining a business that people are proud to say they work for, which is reflected by our extremely high employee retention levels.

As an employee-owned business they are proud of the partnership culture it has established and maintained based on the following principles:

- Having regard to the interest of the company's employees in general;
- Encouraging the Company's employees to assume responsibility for maximising their contribution to the company having regard to the interests of future as well as the present employees;
- Providing employees with information concerning major policies and actions of the company; and
- Affording the employees opportunities individually or through representatives to influence major policies of the company.

With the impending retirement of Stephen Nicol, SBG is looking to appoint a new Managing Director who will ensure the ongoing and long-term sustainability of the organisation, providing local employment for future generations. Providing strategic leadership, the successful candidate will initially ensure the organisation continues to prosper post-pandemic before focusing on growth areas including: identifying routes to new markets; the diversification of customer portfolios; and the extension of products/services in response to the external environment and changing demand.

The role demands a commercially minded operator, strategic and innovative leader and perhaps most importantly someone who buys into the overall ethos of SBG, as an employee-owned business.





Job Title: Managing Director
Reports to: Board of Directors (Employee Trust)
Location: Kilsyth, Glasgow

Key responsibilities include:

- Provide compelling leadership of the business including delegation, review and objective setting across the business to ensure high performance and the delivery of the strategic plans and objectives
- Lead and drive the development of the short-, medium- and long-term strategies that supports growth and value creation objectives
- Maintain ongoing review and revision of business goals and objectives in response to trading conditions / external environment
- Work closely with the current Directors to maximise business performance, grow market opportunities/share whilst also maintain current levels of employee engagement
- Oversee both continuous professional development and employee performance activities to ensure the on-going development of all staff encompassing effective training plans and succession plans as appropriate





- Maintain the existing approach to employee engagement that is sensitive to the business culture, looks after the best interests of all employees with regards personal development and generates outstanding levels of commitment and performance
- Encourage ongoing and regular employee participation to ensure SBG continues to be an open and empowered workplace
- Effectively lead all KPI review meetings, informing and encouraging an openness that ensures employees directly participate in the wider decision-making processes of the organisation
- Maintain strong knowledge of competitor activity, the external environment and existing customer base to identify new / target markets and proactively respond to new opportunities / demand change
- Drive commerciality, sales and achievement of financial targets – achieving strong financial performance and growth in line with expectations
- Establish and maintain strong relationships with key suppliers and customers by supporting sales and procurement activities, as appropriate
- Ensure SBG maintains its approach to delivering the highest level of customer service that ultimately provides competitive differentiation
- Ongoing evaluation of new opportunities, markets and proposed solutions
- Provide executive oversight to internal company policies, procedures and legal protocols
- Act as an effective ambassador for SBG undertaking external networking activities and engaging with relevant trade associations to raise awareness of the SBG brand
- Lead by example to ensure SBG's culture remains constant, whilst also providing all employees with the required level of assurance as the organisation's overall leadership transitions to a new Managing Director

The role is all encompassing, and it is not possible to outline every accountability. The appointed candidate must be prepared to work in a dynamic environment with a "can do" approach to any challenge presented.



With relevant executive level experience gained within a manufacturing or engineering services business focused on delivering the highest levels of customer service, the successful candidate will be an inspirational leader able to lead from the front and carry a team forward.

A strategic thinker able to evaluate the market and business climate, recognise opportunities as the market shifts and make decisions with vision, you will be empathetic and focused on ensuring SBG continues to be an open and empowered workplace by encouraging employee participation.

Skills and Experience:

- Executive management experience in setting and driving a strategy including previous accountability for a complete business sales strategy; business generation and service provision
- Proven experience of developing, managing and motivating people and teams by empowering others to take decisions and deliver for the customer
- Strong financial acumen coupled with the ability to understand the balance sheet, and the interaction of costs, sales, profitability and asset management
- Previous accountability for generation of new relationships, as well as development of opportunities within an existing client base
- Strong business solutions design experience – particularly on cost modelling and awareness of profitability ensuring a robust ability to engage all individuals within the business
- Strong commercial awareness and market knowledge and the ability to understand industry specific trends and their impact on the business
- The ability to prioritise and focus on set goals and objectives

Personal Characteristics:

- Well-developed management skills with the ability to build excellent working relationships, both internally and externally
- An agile and resilient individual, able to respond to internal or external factors to remain flexible in approach
- Highly effective communicator and leader, who fosters partnerships, works collaboratively and achieves results through others
- Strong influencing and negotiating skills
- Detail conscious with a focus on the key metrics that measure business performance
- Self-directing and able to work under pressure to achieve problem resolution
- High levels of emotional intelligence and self-awareness
- Task and results driven
- A self-starter, able to take the initiative and push projects forward



Attractive package commensurate with background and experience required for the role.

The Recruitment Process

Interested candidates should provide a CV to douglasadam@livingstonjames.com.

First stage interviews will be conducted by Livingston James, our retained recruitment advisors.

Shortlisted professionals will be invited to formal interview with SBG.

All third-party applications, enquiries and direct approaches to SBG will be referred to Livingston James.

