

PLANT AND EQUIPMENT MANAGER ROLES AND RESPONSIBILITIES

Reporting to: Operations Director

Role Purpose

The Plant and Equipment Manager is responsible for the safe, compliant, efficient and cost-effective management of plant, equipment and associated assets supporting Franki Foundations UK Ltd's piling and foundation operations, including piling rigs, drilling equipment, attachments, workshop equipment and other specialist plant.

The role ensures project teams have access to the right plant and equipment, in the right condition, at the right time, with the required certification, tooling and operational support, at an appropriate whole-life cost.

Reporting to the Operations Director, the Plant and Equipment Manager will lead plant planning, allocation, maintenance, inspection, compliance, utilisation, procurement and asset control across Franki Foundations UK Ltd. The role will work closely with Operations Managers, Project Managers, Commercial, Health and Safety, Finance, Procurement, the Plant Hire Desk, Lead Plant Fitter, Fitters, Logistics, yard teams, Mechanical Design Engineers and site teams.

The role is accountable for reducing rig and plant downtime, improving utilisation, controlling external hire, repair and maintenance costs, maintaining accurate asset and service records and ensuring that only safe, compliant and suitable equipment is deployed to Franki Foundations projects.

KEY RESPONSIBILITIES

Franki Foundations Plant and Equipment Strategy

- Develop and maintain Franki Foundations' plant and equipment strategy, aligned with secured workload, project pipeline, piling methods, asset condition and investment priorities.
- Align plant capacity, rig types, tooling and ancillary equipment with secured workload, project programmes and operational requirements.
- Maintain clear visibility of owned, allocated, leased and hired plant used by Franki Foundations UK Ltd.
- Identify future piling rig, plant, tooling and equipment requirements, shortages, surplus assets and replacement needs.
- Provide the Operations Director with accurate plant forecasts, risks and investment recommendations.
- Standardise plant and equipment management arrangements across Franki Foundations projects, yards and workshop operations.
- Support long-term planning for fleet renewal, capital investment and asset disposal.

Plant Allocation and Operational Support

- Coordinate the allocation and movement of piling rigs, drilling equipment, attachments and ancillary plant between projects, yards, workshop locations and mobilisation points.
- Ensure projects receive plant, tooling and attachments that are suitable for the intended piling method, project requirements, programme and operational conditions.

- Review plant requirements with operational teams and challenge unsupported, inefficient or duplicative requests, including avoidable external hire.
- Resolve competing plant demands fairly and commercially.
- Identify shortages, allocation conflicts and mobilisation risks early.
- Escalate significant resource conflicts to the Operations Director.
- Ensure rig and plant movements, collections, deliveries, mobilisations and demobilisations are planned and communicated effectively.

Safety, Compliance and Inspection

- Ensure piling rigs, drilling equipment, lifting accessories, attachments and other plant comply with applicable legislation, industry standards, manufacturer requirements, Company procedures and client requirements.
- Maintain effective inspection, testing, certification and maintenance programmes for plant, lifting equipment, lifting accessories and safety-critical attachments.
- Ensure statutory examinations and inspections are completed within required timescales.
- Prevent plant or equipment from being used where certification, maintenance or safety requirements are not current.
- Ensure defects are reported, assessed and rectified promptly.
- Withdraw unsafe or non-compliant equipment from service.
- Work with Health and Safety teams to investigate plant-related incidents, near misses and recurring concerns.
- Ensure corrective actions are completed and lessons learned are shared.
- Confirm that lifting accessories, piling attachments, tooling and other safety-critical equipment are controlled, identifiable and traceable.

Maintenance and Reliability

- Develop and manage planned preventative maintenance schedules for piling rigs, drilling equipment, specialist attachments and associated plant.
- Coordinate servicing, repairs, breakdown response and workshop activity, prioritising operationally critical rigs and plant.
- Minimise rig and plant downtime and disruption to piling operations and project delivery.
- Monitor recurring defects, mechanical and hydraulic failure trends and maintenance performance and ensure root causes are addressed.
- Ensure repair decisions are commercially justified and properly authorised.
- Maintain suitable stocks of critical rig parts, drilling consumables, service items and workshop consumables where appropriate.
- Manage workshop standards, housekeeping, tools and equipment.
- Ensure maintenance records are accurate, complete and auditable.
- Work with manufacturers and specialist suppliers to resolve technical, warranty and reliability concerns affecting rigs and associated equipment.

Plant Utilisation and Cost Control

- Monitor rig and plant utilisation, availability, downtime, idle time and standing assets.
- Reduce unnecessary external hire where suitable Franki Foundations-owned or allocated equipment is available and operationally appropriate.
- Review hire periods, rates, off-hire arrangements and standing time.
- Control maintenance, repair, fuel, transport and operating costs.
- Identify underused, uneconomic or obsolete assets.
- Provide accurate plant cost information to Operations, Commercial and Finance teams.

- Challenge inefficient deployment, excessive hire and avoidable damage.
- Support project forecasting and cost recovery through accurate plant records.
- Ensure plant decisions protect project margin, operational productivity and Franki Foundations UK Ltd profitability.

Procurement, Hire and Asset Investment

- Manage or support the procurement, lease, hire, replacement and disposal of piling rigs, drilling equipment, specialist attachments, workshop equipment and ancillary plant.
- Prepare business cases for significant capital expenditure.
- Obtain competitive quotations and assess whole-life cost, reliability, suitability for Franki Foundations operations, support arrangements and residual value.
- Ensure purchases and hire arrangements follow delegated authority and procurement controls.
- Negotiate with suppliers, manufacturers and hire companies where authorised.
- Maintain an approved supplier base and monitor supplier performance.
- Identify long-lead requirements and market availability risks.
- Ensure new or hired equipment is inspected, recorded, appropriately certified and safely introduced before use on Franki Foundations projects.

Asset Management and Records

- Maintain an accurate Franki Foundations plant and equipment asset register.
- Record ownership, location, status, certification, maintenance history and cost information.
- Ensure plant movements are updated promptly.
- Maintain controls over keys, access, fuel cards, tooling, attachments, lifting accessories and safety-critical components.
- Support stock checks, audits and asset verification exercises.
- Investigate missing, damaged or unrecorded equipment.
- Ensure asset identification and tracking systems remain effective.
- Maintain appropriate disposal and decommissioning records.
- Protect commercially sensitive and asset-related information.

Transport, Logistics and Yard Coordination

- Coordinate heavy plant transport, rig mobilisation and demobilisation, deliveries and collections with Logistics, yards and project teams.
- Ensure transport plans comply with legal, safety and site requirements.
- Work with yard, logistics and operational teams to manage storage and movement safely.
- Minimise unnecessary transport movements and associated cost.
- Ensure loading, unloading and securing arrangements for rigs, tooling, attachments and associated equipment are properly controlled.
- Maintain appropriate controls over abnormal loads, specialist haulage and other complex plant movements.
- Ensure Franki Foundations yards, workshop and plant storage areas are organised, safe and operationally effective.
- Support emergency plant movements and urgent operational requirements where necessary.

Operator Competence and Equipment Control

- Ensure only trained, competent and authorised employees operate piling rigs, plant and equipment.

- Work with Operations, Health and Safety and People teams to identify competence gaps across rig operators, plant users, Fitters and other relevant roles.
- Support training, familiarisation and refresher requirements.
- Confirm that equipment-specific instructions, operating manuals and manufacturer guidance are available and current.
- Ensure tooling, attachments and accessories are correctly matched to the rig or plant and intended task.
- Prevent unauthorised use or modification of plant and equipment.
- Support investigations into misuse, damage or repeated poor practice.
- Promote safe, efficient and responsible use of Franki Foundations plant and equipment.

Supplier and Contractor Management

- Manage relationships with plant manufacturers, specialist rig and drilling-equipment suppliers, maintenance contractors, inspection providers and hire companies.
- Set clear performance expectations for service, cost, quality and response times.
- Monitor contractor competence, insurance, compliance and service delivery.
- Address poor supplier performance promptly.
- Support the development of strategic supplier arrangements.
- Ensure external maintenance and repair work is properly authorised and recorded.
- Review supplier invoices and challenge unsupported or inaccurate charges.
- Escalate significant supplier, warranty or contractual disputes.

People Leadership and Team Development

- Lead, manage and develop plant, workshop, yard and equipment teams within the role remit, including Fitters and associated support roles.
- Set clear objectives, responsibilities and performance standards.
- Hold regular one-to-one meetings and performance reviews.
- Provide coaching, feedback and technical support.
- Recognise strong performance and address underperformance promptly.
- Complete PDRs and development plans within required timescales.
- Support recruitment, succession planning and workforce development.
- Promote accountability, safe working and collaborative behaviour.
- Ensure the team operates in line with the Company's behavioural competency framework.

Governance and Continuous Improvement

- Ensure plant and equipment activities comply with Company policies, delegated authorities and approval processes.
- Maintain accurate and timely management reporting.
- Support internal and external audits.
- Complete audit actions and corrective measures within agreed timescales.
- Review incidents, breakdowns, costs and utilisation data to identify improvement opportunities.
- Standardise effective plant and equipment processes across Franki Foundations UK Ltd.
- Support digital tracking, telematics and reporting improvements.
- Escalate significant safety, legal, financial or reputational risks to the Operations Director.
- Promote continuous improvement in reliability, cost, safety and asset control.

BEHAVIOURAL COMPETENCIES

Leadership and Accountability

- Takes ownership of Franki Foundations plant and equipment performance.
- Makes clear, timely and evidence-based decisions.
- Holds team members and suppliers accountable for standards and delivery.
- Escalates risks early and avoids allowing unresolved issues to drift.
- Acts with integrity and in the best interests of Franki Foundations UK Ltd.

Strategic and Commercial Thinking

- Understands how plant decisions affect project cost, programme and productivity.
- Balances immediate operational demand with whole-life asset value.
- Uses reliable data to support investment, hire, maintenance and disposal decisions.
- Challenges unnecessary cost and inefficient asset use.
- Considers safety, operational risk and commercial impact together.

Delivering Results

- Maintains reliable plant availability and accurate asset information.
- Responds quickly to changing project demands and breakdowns.
- Drives maintenance, inspection and corrective actions to completion.
- Reduces downtime, idle plant and avoidable hire.
- Delivers practical and measurable improvements.

Building Relationships and Collaboration

- Works effectively across Operations, Commercial, Safety, Finance, Procurement and site teams.
- Builds trusted relationships with project teams and suppliers.
- Communicates allocation and maintenance decisions clearly.
- Challenges unrealistic or inefficient requests constructively.
- Maintains a Franki Foundations-wide perspective across projects rather than working in silos.

Developing People

- Sets clear expectations and provides constructive feedback.
- Builds technical and supervisory capability within plant and workshop teams.
- Identifies succession and development needs.
- Recognises good performance and addresses underperformance fairly.
- Promotes safe, skilled and responsible equipment use.

Continuous Improvement

- Uses utilisation, cost, breakdown and maintenance data to improve performance.
- Challenges recurring failures and poor asset-control practices.
- Improves systems, procedures and reporting.
- Applies lessons learned from incidents and project feedback.
- Measures whether improvement actions have delivered sustainable results.

PERFORMANCE AND BONUS MEASURES

The Plant and Equipment Manager's performance should be assessed against both delivery outcomes and behavioural contribution.

Plant Availability and Utilisation – 30%

Measured against:

- plant availability;
- utilisation of owned assets;
- reduction in idle plant;
- reduction in unnecessary external hire;
- successful allocation against project demand; and
- accuracy of plant planning and forecasting.

Safety, Compliance and Reliability – 25%

Measured against:

- completion of statutory inspections and certification;
- maintenance compliance;
- plant-related incident and defect trends;
- reduction in breakdowns and recurring failures;
- completion of corrective actions; and
- audit and inspection outcomes.

Cost and Asset Control – 20%

Measured against:

- maintenance and repair cost control;
- hire, fuel, transport and operating costs;
- accuracy of the asset register;
- reduction in asset loss, damage and unrecorded movement;
- value delivered from procurement and supplier negotiations; and
- accuracy of plant cost information.

Operational Support and Service Delivery – 10%

Measured against:

- timely mobilisation and demobilisation;
- response to breakdowns and urgent requirements;
- stakeholder satisfaction;
- quality of plant reporting;
- supplier performance; and
- delivery of agreed improvement actions.

Leadership Behaviours – 15%

Measured against:

- accountability;
- decision-making;
- commercial judgement;
- collaboration;
- communication;
- people development;
- integrity; and
- continuous improvement.

A serious failure in safety, compliance, conduct, asset control or operational governance may reduce or remove the behavioural element and may affect the overall bonus outcome, regardless of cost or utilisation performance.

BONUS GOVERNANCE

Any bonus should remain non-contractual and discretionary. Assessment should take account of individual performance, agreed objectives, behavioural contribution, business performance, profitability, affordability, cash flow and the Company's overall financial position.

ESSENTIAL EXPERIENCE AND CAPABILITY

The successful candidate should have:

- significant experience managing plant, equipment, fleet or workshop operations within piling, foundations, civil engineering or a related specialist construction sector;
- experience managing a substantial and varied portfolio of piling rigs, construction plant, specialist equipment or comparable heavy plant;
- strong knowledge of plant inspection, maintenance and statutory compliance;
- experience coordinating plant across multiple piling or construction projects and locations;
- good commercial awareness and understanding of hire, maintenance and whole-life asset cost;
- experience managing suppliers, contractors and workshops;
- strong planning, organisation and problem-solving skills;
- experience leading operational or technical teams;
- confidence managing competing project priorities; and
- experience using asset-management, telematics or maintenance systems.

DESIRABLE

- Relevant qualification in plant engineering, mechanical engineering, fleet management or construction.
- Membership of a relevant professional or industry body.
- Experience in piling, foundations, geotechnical engineering or specialist heavy construction plant.
- Knowledge of lifting operations, LOLER, PUWER and associated compliance requirements.
- Experience preparing capital expenditure and asset replacement plans.
- Experience implementing digital plant-tracking or telematics systems.

GENERAL

This job description sets out the principal responsibilities of the role. It is not exhaustive. Franki Foundations UK Ltd may reasonably amend the scope and duties to reflect business requirements, following consultation where a proposed change is material.