

Job Title: Design Products and Proposals Manager (COFTEC)

Reporting to the Managing Director, the Design, Products & Proposals Manager will manage the day-to-day delivery of Coftec's engineering design, product development, process engineering and bid/proposal activities. The role is responsible for coordinating multidisciplinary inputs, developing compliant and commercially viable solutions, supporting product improvement initiatives, and ensuring high-quality technical and commercial submissions. Working as part of the senior leadership team, the role will help improve standards, support innovation, manage team workload and contribute to business growth and project delivery.

Responsibilities:

Engineering Design Leadership

- Support the development of customer specific and standard solutions that are innovative and bring value to our clients. Seek and propose opportunities for innovative offsite builds that align with our "Do it Better" value.
- Support the development of a roadmap for new product design and put in place the team to deliver the roadmap.
- Provide leadership to multidisciplinary engineering and tendering teams including mechanical, electrical, process and product engineers.
- Apply, maintain and improve engineering design standards, specifications and best practices and ensure designs are smart, safe, practical, maintainable and cost-effective, ensuring designs comply with applicable legislation, industry standards and client requirements. Oversee design reviews, HAZOPs and technical audits.
- Drive standardisation and modularisation of equipment and systems.
- Develop technical and commercial proposals for Coftec solutions and Lead client project related meetings (including customer or site visits)

Product Development & Innovation

- Manage new product development initiatives from concept through to commercialisation.
- Highlight market opportunities and monitor emerging technologies.
- Support the development of product roadmaps aligned with company strategy and customer requirements.
- Manage pilot plant prototype development, testing and validation activities.

- Identify innovation in treatment technologies, process systems and packaged plant solutions.
- Coordinate product design across mechanical, electrical, control, process and BIM/CAD disciplines.
- Collaborate with suppliers and technology partners on product development initiatives.
- Protect and manage Coftec intellectual property where appropriate.

Product Compliance & Certification

- Ensure all products meet relevant regulatory, technical and safety requirements.
- Manage CE, UKCA, ATEX and other applicable compliance requirements.
- Oversee certification and testing programmes.
- Maintain technical files, declarations of conformity and product documentation.
- Monitor changes in legislation, standards and industry regulations.
- Manage compliance audits and corrective actions.
- Work with external certification bodies and testing laboratories

Process Engineering & Process Selection

- Lead process engineering activities for water, wastewater and industrial treatment solutions.
- Contribute to the development of process designs, mass balances and treatment performance models.
- Evaluate and select appropriate treatment technologies.
- Conduct process optioneering studies and technology assessments.
- Establish process design criteria and operating philosophies.
- Review and optimise process performance and treatment outcomes.
- Develop process guarantees and treatment performance commitments.
- Support commissioning and performance validation of process systems.
- Monitor industry developments and emerging treatment technologies

Equipment Selection

- Lead equipment selection, sizing and specification activities.
- Evaluate process equipment performance and suitability.
- Work with suppliers to assess equipment capability and lifecycle costs.
- Standardise preferred equipment solutions where appropriate.
- Ensure equipment selections align with operational, maintenance and commercial objectives.

Proposals, Estimating & Tendering

- Lead the preparation of technical and commercial proposals.
- Manage tender submission process from initial enquiry through to contract award.
- Review client requirements, specifications and tender documentation.
- Coordinate proposal inputs from engineering, procurement and commercial teams.
- Develop innovative technical solutions that balance performance, risk and cost.
- Prepare capital cost estimates and budget pricing.
- Develop detailed tender costs and pricing models.
- Lead tender clarification meetings and client presentations.
- Manage proposal schedules and submission deadlines.
- Support contract negotiations and bid handovers

Optioneering & Value Engineering

- Lead optioneering studies for clients and internal projects.
- Evaluate alternative treatment processes, technologies and equipment configurations.
- Identify opportunities for value engineering and cost reduction.
- Optimise designs to maximise client value and project profitability.
- Challenge traditional approaches and promote innovative modular and offsite solutions.
- Develop business cases supporting recommended options.

Commercial & Financial Management

- Develop project budgets and cost models.
- Manage estimating databases and pricing tools.
- Support margin improvement initiatives.
- Assist in developing annual department budgets and resource plans.

Stakeholder & Client Engagement

- Act as the senior technical interface for customers and key stakeholders.
- Build trusted relationships with clients, consultants and regulatory bodies.
- Support business development activities and customer presentations.
- Present technical solutions to executive and operational audiences.

- Participate in industry forums, conferences and technical networks.
- Represent Coftec in technical discussions and project reviews

Team Leadership & Resource Management

- Lead, mentor and develop engineering and proposal personnel.
- Establish performance objectives and development plans.
- Set annual team and individual goals and manage performance.
- Build capability across design, product development and proposal functions.
- Manage departmental resources and workloads.
- Drive a high-performance culture focused on innovation and quality.
- Recruit and retain high-calibre engineering talent.
- Promote collaboration across engineering, operations and commercial teams.

Quality, Safety & Governance

- Ensure adherence to Coftec quality management systems.
- Promote a strong safety culture within all engineering and proposal activities.
- Ensure compliance with company procedures and governance requirements.
- Manage technical risk and design assurance processes.
- Ensure all deliverables are accurate, auditable and fit for purpose.

Key Accountabilities

- Achievement of innovation and growth objectives.
- Contribute to the development and implementation of the long-term vision, structure and operating model for the Design, Products & Proposals function.
- Delivery of high-quality engineering designs.
- Successful development and launch of new products.
- Product compliance and certification maintenance.
- Competitive and profitable tender submissions.
- Effective process selection and technology optimisation.
- Continuous value engineering and cost reduction.
- Achievement of proposal win-rate targets.
- Development of engineering and proposal team capabilities.

Competencies

- **Autonomy:** Sets standards and direction for a discipline/area; coaches others; minimal oversight.
- **Impact and Accountability:** Drives portfolio/programme results; accountable for business unit performance and compliance.
- **Innovation, Complexity & Decision-Making:** Leads innovation across functions; establishes decision frameworks; manages high risk/uncertainty.
- **Communication and Influence:** Influences senior leaders and clients/partners; represents area with credibility.
- **Leadership & Talent Management:** Leads leaders; builds high-performing, safe and compliant operations; champions inclusion.
- **Coffey Values Demonstration:** Champions values across functions; reinforces culture through systems, recognition and outcomes.
- **Knowledge & Experience:** Broad expertise across unit/portfolio; sets standards; ensures quality and compliance.

Desirable Experience and Qualifications:

- Minimum L8 Degree in Mechanical, Electrical, Process, Chemical or Environmental Engineering.
- 8+ years engineering design, product development and proposal management.
- People leadership experience across multidisciplinary teams vital.
- Comprehensive knowledge of modular water and wastewater design.
- Strong background in water, wastewater, environmental or process industries.
- Proven track record in successful estimating, tendering and commercial proposal development.
- Strong understanding of process engineering and treatment technologies.
- Familiarity with CE/UKCA compliance and product certification requirements.
- Excellent commercial, communication and stakeholder management skills.
- Strong analytical, leadership and strategic thinking capability
- Experience with building AI Bots/Agents to streamline processes advantageous.
- Full Clean Irish/European Driving License
- Valid work permit and authorised to work in Ireland

Job Level

- Level 5