



TAYLOR PRESTON LIMITED

Position Description

Position:	Engineering Manager
Reporting to:	Plant Manager
Location:	Wellington
Date:	July 2026

Company Information

Taylor Preston Ltd is a privately owned meat slaughter, processing and export company situated at Ngauranga Gorge near Wellington. The company was established in 1991 when the Preston and Taylor families purchased the former city abattoir.

Sheep, lamb, goats, beef and bobby veal are all processed at Taylor Preston. Over 850 people are employed at the peak of the season.

The Senior Management team comprises the CEO and four departmental managers: Plant, Sales, Finance and HR.

Position Purpose

To manage the Engineering function so Taylor Preston can operate to best practise and maximum efficiency

- To ensure compliance with local body consent conditions.
- Manage the technical direction and control engineering teams in delivering projects to assist the continuous improvement of plant operations.
- Apply expert Engineering knowledge to improve plant performance.
- Foster client relationships and contribute to business initiatives.
- Mentor and support the development of team members,

Authorities

Direct reports	• Project Manager • Maintenance Manager
Amount of discretionary spending within budget on any single item without reference to Plant Manager	\$10,000 with specified exceptions.
Able to recruit	Yes
Able to discipline within established procedures	Yes
Able to dismiss staff within established procedures	Yes



TAYLOR PRESTON LIMITED

Key Relationships

Internal

Senior Management Team
Foremen
Health & Safety Team
Engineering Team

External

NZ Food Safety Authority
Regional and City Councils
Contractors
Industry organisations
Suppliers

Accountabilities

Areas of Accountability	Results
<i>Specific accountabilities: Specific plans/ priorities/ time frames to be agreed</i>	
Ensure plant can operate to maximum potential	• Implement planned and preventative maintenance programme • Reduce cost and production time due to engineering faults
Project management	• Lead and implement efficiency projects as agreed
Leadership of Engineering Department	• Implementation of HR policies and systems • Communication with and oversight of staff • Performance Management of direct reports
Consent Compliance	• Prudent management of Resource Consents. No confirmed odour complaints.
Organisation Culture and People Development	• Leadership of performance improvement through management of appropriately skilled and engaged people working in a safe and healthy environment
Modeling good practice	• Compliance with legal obligations • Managing risk • Working in a safe and healthy way • Professional ethical behaviour • Collaborative work style
Personal Professional Development	• Knowledge and skills continuously updated • Self awareness demonstrated – insight to own strengths and limits



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PERSON SPECIFICATION

The ideal appointee will have:

- Tertiary engineering qualification
- Proven track record in Engineering management, preferably in the meat industry
- Extensive experience in problem solving and maintenance systems
- A strategic view of how engineering fits in the structure of the business
- Strong analytical and problem-solving skills.
- Experience in effectively managing people
- be an excellent communicator/strong influencer
- A highly collaborative approach to working with other departments within the company
- Flexibility and innovative approach in developing solutions
- Knowledge of refrigeration and steam systems;
- Strong fault-finding abilities

REQUIRED MANAGER COMPETENCIES

Strategic skills

- understands environment and stakeholder needs
- participates in planning for future
- communicates vision and values to others
- creates breakthrough strategies and plans
- innovative

Business acumen

- understands how business works
- knows the competition and the marketplace
- uses financial and customer information to drive decisions

People management

- effectively utilises employee skills, time and potential
 - creates an environment for success
 - translates plans and goals into clear performance expectations
 - provides specific and usable feedback
 - builds relationships and trust
 - coaches' performance, develops employees
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Personal effectiveness

- articulate communicator
- skilful influencer
- collaborative and supportive
- well organised
- problem solver
- achievement and action focused

Change Management

- analyses environment and recognises need / opportunities for change
 - understands impact and implications of change on organisation and others
 - takes action to solve issues
 - manages ambiguity and uncertainty
 - uses appropriate change strategies
 - communicates effectively with colleagues, employees and customers
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