

SENIOR PROJECT MANAGER for ENGINEERING SAFETY PRODUCT DELIVERY

Company: Prolec Ltd

Location: Primarily at Upham near Bishops Waltham with regular visits to Southampton and Poole. Occasional wider UK and international travel as required.

Reporting to: Managing Director of Prolec.

Note that due to the nature of the work involved with small, sized business team, it is expected that all work effort would be on site at Prolec.

1. Business Context

Prolec is a specialist engineering business with over 40 years' experience delivering safety and control systems for construction and plant machinery. The company operates at the intersection of hardware, software, and real-world deployment, working with OEMs, distributors, and end users across multiple geographies.

We are a growing business based in Hampshire across two sites on the south coast. We have 15 employees across product development, engineering and we are part of the Kinshofer group, but autonomous in the way we deliver our products and support both our internal and external customers. We want to become the leading transformer of construction safety and efficiency through digital mapping and 3D Machine Control systems.

"We work directly with heavy plant machinery, deploying solutions globally that directly influence how people work. We are a small supportive team who love challenges and try to understand how our skills can help an industry that's rife for innovation. Forging close contacts and lifetime working relationships with people is both essential and a privilege. I've been part of this journey for more than 10 years and there is every indication that we are going to be very busy, very soon." Nigel Shaw [MD]

The business is highly practical and delivery-focused, operating in environments where solutions must work in real-world conditions, not just in theory.

2. Role Overview

This is a senior, high accountability senior project management role ultimately responsible for ensuring that engineering projects, field trials, and customer implementations are executed, delivered on time and on budget.

The successful candidate will:

- Own delivery end-to-end across both internal and external customers, not just coordinate activity
- Act as the single point of accountability for project outcomes

- Work directly with the Prolec Managing Director and senior leadership
- Operate at the centre of the Prolec business, connecting engineering, customers, suppliers, and operations
- Drive projects to success, managing risk, understanding the detail and act as a true partner alongside the Prolec Managing Director

This role is deliberately hands-on and operational, rather than process-led or PMO-driven. You are the Senior Project Manager. You would own Project Management.

3. Core Accountability

The role exists to ensure that:

- Projects are delivered on time, to expectation and budget.
- Internal and external customers are actively managed and engaged
- Feedback from Prolec trials and deployments are captured, structured, and acted upon
- There is always clear ownership and visibility of what is happening on the ground across the Prolec organisation.

If there is a lack of clarity, missed deadline, or unhappy customer — this role owns it.

4. Scope of Responsibility

Project Delivery

- Lead the delivery of engineering projects, product trials (UK and international), customer installations and deployments, pilot projects and system rollouts
- Working with the Prolec engineering team to drive effective agile development of new products
- Own the full lifecycle of project management from Planning → coordination → execution → feedback → improvement

Customer & OEM Engagement

- Act as primary contact for both Key OEM and distributor relationships and trial partners
- Ensure clear communication and expectation management
- Manage structured engagement before, during, and after deployments of Prolec products
- Maintain strong, professional relationships with both internal and external stakeholders

Planning & Coordination

- Develop and maintain detailed project plans in Microsoft Project including Milestones, Dependencies and Resource requirements
- Ensure all internal and external stakeholders understand what they are responsible for and when it is required
- Have a medium to long term view on prospective future projects and highlight potential challenges from a resource or delivery perspective well in advance.

Risk & Issue Management

- Identify project delivery risks early and agree mitigation actions. Communicate effectively should a risk transpire.
- Ensure Prolec Technical readiness
- Track supplier performance
- Address scheduling conflicts
- Escalate internal and externally clearly and proactively
- Drive mitigation actions through to resolution

Operational Detail Control

- Maintain a clear understanding of where Prolec systems are installed. what each deployment is for and who owns feedback and outcomes
- Ensure there are no gaps in site knowledge and customer activity

Feedback & Continuous Improvement

- Define and operate a structured approach to capturing field feedback and translating the feedback into actionable insights
- Ensure feedback loops back effectively into Prolec engineering, product development and commercial decisions

Supplier & Partner Management

- Coordinate external partners including installation teams, suppliers and technical support providers
- Hold partners accountable for delivery, quality, and communication

Reporting & Visibility

- Provide clear and concise updates to the Prolec Managing Director and senior leadership through project status reports, key risks and required decisions
- Ensure the Prolec business has real-time visibility of delivery status

Project Management Process

- Review and utilise the core project management process, including existing templates
- Tailor the templates to suit the role as you deem appropriate, with the sign off from the Managing Director.
- Review, discover and implement where Out of the Box AI (eg CoPilot) can be utilised across the project management aspects of the business to support Prolec to achieve the best value for money in the Project Management approach.

5. Key Success Measures

- Projects delivered on time and without avoidable slippage
- Project delivered within the agreed budget, including change requests
- No ambiguity around ownership of work or customer feedback
- Strong internal and external customer engagement and satisfaction
- Early identification and resolution of risks
- Clear, reliable visibility of project pipeline and status

6. Candidate Profile

Experience

- 7+ years in project or programme management
 - Ideally a background in Engineering / manufacturing / technical product businesses
- Experience delivering:
 - Multi-party, real-world deployment of inhouse products.
 - Customer-facing projects
 - Managing external suppliers and subcontractors

Capability & Skills

- Strong planning and organisational discipline
- Comfortable operating with incomplete data
- Able to translate complexity into clear actions
- Confident engaging with both technical teams and customers
- Competent at defending project scope avoiding scope creep
- Comfortable tracking and understanding project budgets

Toolset:

- Microsoft Office
- Microsoft Project
- Microsoft SharePoint
- Microsoft Teams

Project Management Behavioural Requirements

The individual must demonstrate:

- Ownership – takes responsibility for outcomes, not just tasks
- Attention to detail – understands what is happening and able to eliminate ambiguity.
- Proactivity – identifies and solves problems early
- Direct communication style – clear, concise, and honest
- Resilience – comfortable in a fast-moving, sometimes ambiguous environment

Required Rights:

- Right to work in the UK
- Right to travel to the USA and work there
- Right to travel to Europe and work there
- Have a valid passport.

Unsuitable Profiles:

Candidates are unlikely to succeed if they:

- Have primarily operated in PMO / governance roles
- Focus on reporting rather than delivery
- Avoid accountability or escalation
- Lack direct customer engagement experience

7. What We Offer

Role & Environment

- High degree of autonomy and ownership
- Direct access to Managing Director and senior leadership
- Fast-paced, non-bureaucratic SME environment
- Sensible, practical working hours

Nature of Work

- Work on real-world engineering systems deployed in live environments
- Exposure to global customers and OEM relationships
- Variety across Trials, installations & product development.

Personal Development

- Broad exposure across engineering, commercial, and operational areas
- Opportunity to develop into a wider Head of Delivery / Programme leadership role
- Design the use of AI in Project Management from the ground up.
- Grow and utilise your negotiation skills with both internal and external customers
- Influence project management approach in the wider Kinshofer Group

Culture

- Collaborative, engineering-led organisation
- Strong emphasis on practical solutions, simplicity, trust and accountability

Package

- Salary based on project management experience
- Core working hours 9 to 5 (Mon to Fri)
- Annual Leave: 25 days + Bank Holidays
- Employee Assistance 24/7 Health Line "Doctor at Hand" service.
- Company Pension
- Fuel & Accommodation expenses for business travel.
- Social events 1 to 2 times a year. (last year, Poole harbour summer evening cruise with fireworks)