

JOB DESCRIPTION



General Manager

This document is an external facing document provided as part of the recruitment process.

Overview

Active Silicon is a market leader in the design and manufacture of leading-edge computer imaging products. These products are used in many areas of science and industry, including manufacturing, life sciences, medical imaging, robotics and security, with many products targeted to specific customer requirements. The current range of products can be seen on the company's website. Our customers are typically medium to large companies worldwide, with whom we cultivate strong, long-term relationships. Active Silicon is part of the Solid State Plc group, listed on the AIM stock market under code SOLI. The current product range is here - <https://www.activesilicon.com/products/>

This new role has been created to support the growth of the Active Silicon business, focussing on expanding within the current client base and exploring new opportunities. This role will have responsibility for managing Heads of Functions for Sales & Marketing, Operations, Quality, Safety, and Engineering on site, supported by the divisional functions of Quality & Compliance, Health & Safety & Technical. Sites will also be supported by group central functions of HR, Finance and IT.

The Solid State Group is committed to creating a diverse environment and is proud to be an equal opportunity employer. We are committed to providing an inclusive and accessible recruitment process. If you require any reasonable adjustments or support during the application process or interview, please let us know, and we will make the necessary arrangements.

Summary Details

Job Type:	Permanent, Full-Time
Job Title:	General Manager
Location:	Langley, UK (just outside M25, NW London). A minimum of 4 days per week in the office with flexibility to work 1 day from home.
Hours:	37.5 hours per week, 26 days annual holiday (plus public holidays).
Salary Package:	Competitive salary based on skills and experience, car allowance, plus salary-sacrifice pension (5% employer, 3% employee) and discretionary bonus scheme. Private health insurance for self & family. Life assurance at 4x basic salary. Option to join Electric Vehicle salary-sacrifice scheme.

	Access to Westfield Health Scheme including: <ul style="list-style-type: none"> - Corporate Health Cash Plan including cover for dependents - Employee Assistance Programme - Discounted gym membership - Retail discount scheme - Wellbeing app
Qualifications:	Degree in Engineering/Business Management or relevant experience.
Experience:	Experience in a similar role or ready to step up to a General Manager position. 10+ years in Senior Management.

The type of person we are looking for

You will be a natural leader, decision maker, and exhibit self-confidence underpinned with strong technical knowledge of design engineering in the field of high-speed digital hardware. You will have a keen commercial aptitude, and the ability to swiftly determine profitable commercial opportunities. You will be future focused, inquisitive and open minded, and seek out evolving and innovative ways to add value to the business. You will be able to work effectively and inclusively in collaboration with a range of people, both within and outside the business and able to build a cohesive cross-functional team. You will be determined and resourceful to and driven to deliver the best results for the business within the agreed timescales and with the available resources. You will take every opportunity to seek out and acquire, the knowledge, skills and behaviours to be fully competent in this job role. One of the most important traits is the desire, drive and enthusiasm to produce the world's best-in-class products.

The Role

This role encompasses the following responsibilities:

- Develop and implement the business unit strategy to meet the growth targets.
- Drive a culture of safety and engagement through best practice policies and communication.
- Full P&L responsibility for the site including preparation and monitoring of the annual budget to ensure that targets are met and revenue flows are maximised.
- Provide timely information to the Managing Director and the Board in addition to presenting business information at the monthly business review.
- Establish strategic relationships with key customers, partners and suppliers.
- Work with key stakeholders to review existing product road maps and timescales.
- Represent the company, where appropriate, in negotiations with customers, suppliers, and other key contacts to secure for it the most effective contract terms.
- Drive development of own brand products, widen offering as required to meet growth plans, consider opportunities for geographic expansion.
- Develop and engage the workforce through people initiatives.

- Develop and direct the implementation of policies and procedures to ensure that the company complies with all health and safety and other statutory regulations.
- To provide leadership for all business functions, assessing capabilities and skill gaps of the existing team and attracting new talent to the team as necessary to achieve success.
- Work in collaboration with group business development functions and Divisional Managing Directors for mutual gain and in the group interests.
- Developing a culture of people development and continuous improvement.
- Actively seeks to introduce a coaching and mentoring culture within the business.
- Develop, promote and direct the implementation of equal opportunities policies in all aspects of the company's work.

Key Competencies

- Engineering background necessary to understand the needs of highly engineering-focused customers and the company's products.
- Commercially and financially astute.
- Proactive problem-solving skills.
- Relationship building – working collaboratively and not afraid of confronting issues.
- Analytical - Able to analyse and understand data and information quickly to generate robust and sound options.
- Excellent communication and influencing.
- Project management.
- Management of multiple cross functional teams.
- Prior experience in running comparable operations including P&L responsibility would be advantageous.
- Experience working with international customers.
- Implementation of business strategy.
- Demonstrable experience working proactively with the ability to work to long-term and short-term strategic priorities.
- Actively worked as team player in a senior team.
- Addressing complex problem-solving, involving people.
- Data analysis, manipulation and interpretation.
- Applying principles to practical situations to provide workable solutions.
- Working with C Suite executives with ability to convince and convey confidence.