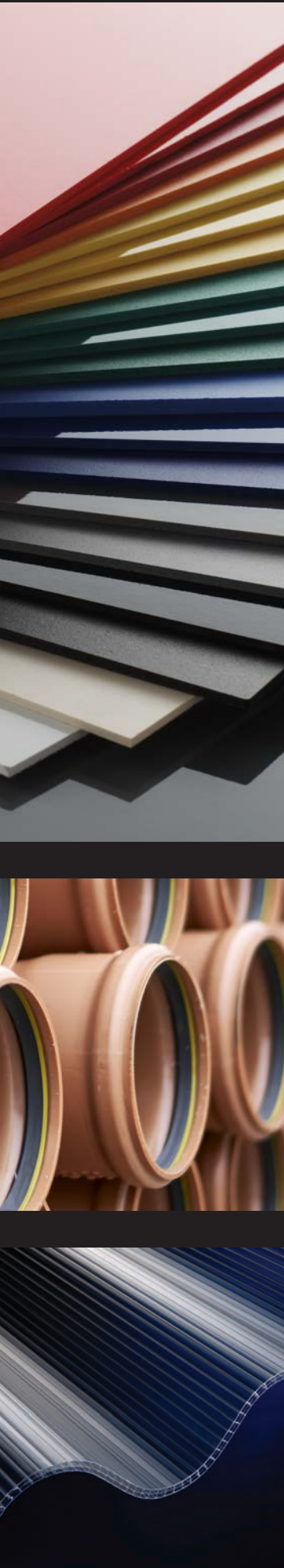




Stepping Up

Stepping Up to Management Programme





Join an established Top 100 Northern Ireland Company

Established in 1958, Brett Martin is a Top 100 Northern Ireland Company and one of the country's most successful independent manufacturing companies. The company employs around 1000 employees across their UK sites, with head office proudly situated in Mallusk, Co. Antrim.

Brett Martin's product portfolio includes an impressive range of plastic sheets, rooflights systems and plumbing and drainage products. A commitment to ongoing investment in the latest manufacturing technology, sustainability, innovation, product and people development ensures that Brett Martin is ever growing and remains a top Northern Ireland employer.

- Top 100 NI Company
- Established 1958
- £195 Million Turnover
- 50% Export Sales
- 1000+ Employees
- Exports to over 70 countries worldwide
- 7 UK Sites
- Northern Ireland Head Office
- Over 50% Sustainably Powered



What is the Brett Martin Stepping Up Programme?

At Brett Martin, we aim to develop high performing leaders of the future, by providing talented individuals with hands on management experience whilst also investing in their personal and professional development.

Stepping Up combines full time employment with a 2-3 year training programme throughout which time will be spent in key functions of our business including Production, Quality, Maintenance and Business Improvement learning about Brett Martin's manufacturing processes and techniques.

To support ongoing personal development, Brett Martin will provide a funded place to complete a post graduate diploma in Manufacturing Management at Ulster University.

There will also be opportunities to attend Brett Martin's internal Leadership Programme, completing ILM standard personal development workshops, and participate in continuous improvement initiatives and team building activities.



What is involved in the Stepping Up Programme?

Business Improvement Projects

Through the 'Stepping Up' programme, participants will be given the opportunity to work on Lean Business Improvement projects. Regular review meetings with the Learning and Development Team will track progress and highlight support required for individuals to execute and deliver improvements.



Ongoing Support

Ongoing coaching and support will be provided by line managers, dedicated mentors and team colleagues.

At the end of each quarter participants will also have the opportunity to feedback and reflect on their ongoing personal development.



Who can apply for the Stepping Up Programme?

The Stepping Up Programme is aimed at anyone with a degree level qualification along with 3 to 4 years' experience in the manufacturing / construction industry who would like to further their career and 'Step Up' into a management role.

- ✓ Do you want to further your career and 'Step Up' into a management role?
- ✓ Do you want to gain further qualifications while in full time employment?
- ✓ Do you want to gain management experience with ongoing coaching and support?
- ✓ Would you like to join a successful and growing NI Top 100 company with ongoing careers development opportunities?

IF THE ANSWER IS YES,
COME & JOIN OUR TEAM!



Requirements / Qualifications for Entry

Candidate Selection / Criteria

- Testing to ensure demonstrated leadership skills;
- A degree in Mechanical Eng, Chemical Eng, Manufacturing Eng, Electrical Eng, Polymer Eng or a degree in Business Management or a related discipline, with experience in a manufacturing/ construction environment;
- 3 to 4 years' experience in the manufacturing/construction industry;
- An ability to take initiative and quickly adapt to new professional environments.



The Process

Applicants will be asked to complete a range of assessments which will measure their natural abilities across a range of areas.

Following completion of the on-line testing, successful candidates will be invited to attend a competency based interview to include further testing on excel and systems.

Candidates will also be asked to deliver a presentation at this stage.

Successful Candidates

Successful candidates will join Brett Martin in a full time position and embark on a 2-3 year learning and development cycle.

Recruits to the programme will be placed on rotations across the site where they will experience a wide variety of challenging work assignments in manufacturing support engineering, shift management, process engineering, project management, lean manufacturing, quality etc.

Employee Rewards & Benefits

Rewards and benefits are a key part of working at Brett Martin. We value our staff and believe in personal development, competitive pay and a range of employee perks.

Looking After You

Brett Martin is committed to safeguarding the health, safety and wellbeing of our employees, as well as our environment.

- Life Assurance
- PPE
- HR Support
- Free Car Parking
- Cycle to Work Scheme
- Wellbeing Initiatives

Pay & Benefits

Employees of Brett Martin benefit from profit related pay, competitive salaries, uniform allowance as well as suggestion scheme rewards.

- Competitive Salaries
- Profit Related Pay
- Uniform Allowance
- Employer Contributory Pension Scheme
- Healthshield Cashback Plan
- Service Linked Holidays

Development

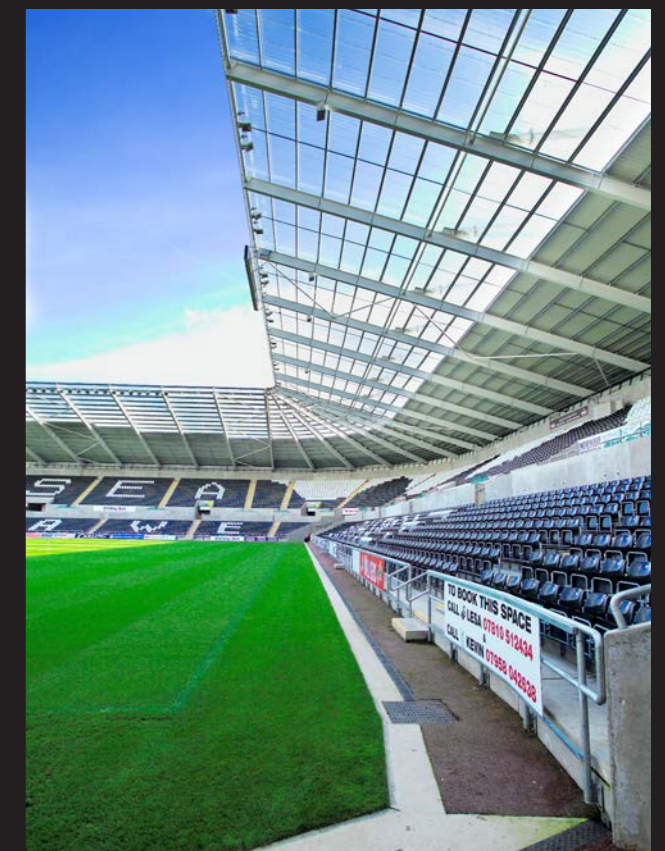
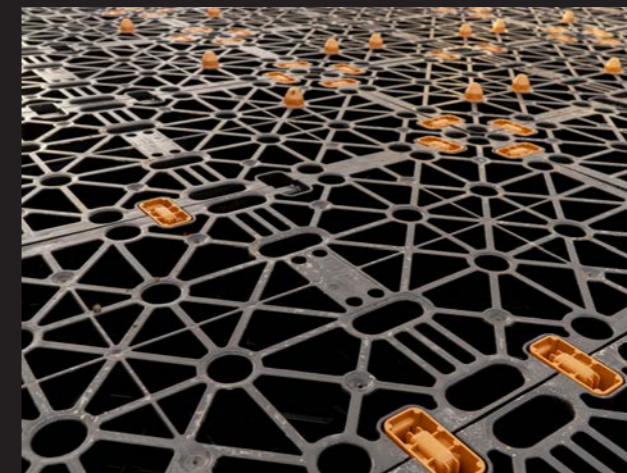
We provide training, promote empowerment and encourage involvement so that all of our staff are fully engaged and make effective contributions in their teams. At Brett Martin we are dedicated to the continuous development of our employees in order to provide them with the tools, experience and knowledge needed in order to excel in their role.

- Access to Training Courses
- People Investment
- Progression Opportunities
- Travel Opportunities

Environment

The key to our success is attracting and retaining the best people. It's important to us that our working environment is enjoyable and positive for all. Brett Martin takes part in many charity and team building initiatives throughout each year.

- Charity / Fun Day Events
- Team Building Initiatives
- Suggestion Scheme Rewards
- People Investment



Our Values

Customer Focus

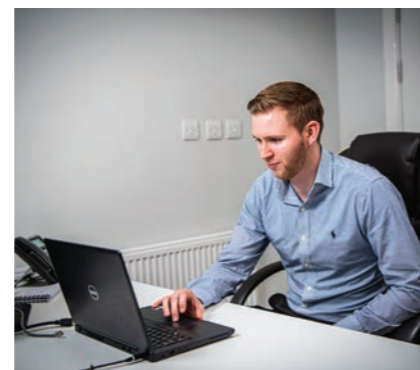
We are dedicated to exceeding our customers' expectations. Our standards demand excellence in both product and service.

Integrity & Trust

We are committed to doing the right thing. Our reputation is won by relationships based on trust and loyalty.

Efficiency

We are focused on getting it right first time. Our process of continuous improvement drives efficient use of all resources.



Think you have what it takes to Step Up to Management?

Contact



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Further Information

For information on our latest job opportunities please visit our website brettmartin.com or contact [**hr@brettmartin.com**](mailto:hr@brettmartin.com)

brettmartin.com