



# OPERATIONS MANAGER

## Career Package



WHITTY ENGINEERING  
PTY LTD

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# About Us

Whitty Engineering was founded by William Whitty in May 2008, beginning as a small four-person workshop. Since then, the business has grown into a dynamic organisation employing approximately 60 people and servicing a wide range of industries across Australia.

In June 2016, Whitty Engineering moved into its purpose-designed, state-of-the-art manufacturing facility in Pinaceae Court, Mount Gambier East. This modern site has enabled the company to expand its capability and evolve into a highly skilled general engineering operation with a strong focus on quality, precision and customer responsiveness.

Today, Whitty Engineering supports clients across timber, construction, housing and multiple industrial sectors. Ongoing investment in plant, equipment and technology ensures that almost all manufacturing processes are completed in-house, providing exceptional control over quality, efficiency and delivery performance.

## Why Work for Whitty?

At Whitty Engineering, we're proud of the reputation we've built for reliability, trust and workmanship that sets a benchmark in our industry. Our people are the reason we deliver at this standard, so we invest heavily in their safety, development and long-term success.

We maintain a strong commitment to ongoing training, safe work practices and proactive environmental and risk management. This ensures every team member works in a safe, well-supported and professionally run environment.

Our in-house team of Project Managers, Engineers and Supervisors use proven project management methods to deliver high-quality outcomes for our clients. It's our culture that truly sets us apart which is built on personal service, teamwork, innovation and pride in what we do.

With a great team of skilled engineers and dedicated support staff, we are committed to upholding our core values, strengthening our business excellence and creating a workplace where people can grow, contribute and thrive.

## Our Values

High Performance

Customers

People

Innovation & Technology

Partnering

## Our service region

Whitty Engineering proudly operates from Mount Gambier, South Australia, servicing clients across the Limestone Coast, western Victoria and key industrial regions nationwide. We also hold key industrial accounts internationally. Our strategic location enables us to support local industries while maintaining strong connections with major manufacturing, timber, construction and agricultural hubs throughout the region.

From Mount Gambier, we deliver responsive, high-quality engineering solutions to customers across South Australia, Victoria and beyond, ensuring reliable service, fast turnaround times and strong technical support wherever our clients operate.

## Living in Mount Gambier

Mount Gambier offers an exceptional lifestyle, combining natural beauty, affordability and a strong sense of community. Known for its iconic Blue Lake, volcanic landscapes and extensive cave and sinkhole networks, the region provides endless opportunities for outdoor adventure, recreation and exploration.

Housing is significantly more affordable than major cities, giving families and individuals the chance to enjoy spacious living, shorter commutes and a relaxed pace of life. The city features quality schools, sporting clubs, vibrant arts and cultural events, and easy access to both the Limestone Coast and western Victoria.



# The Role

## Operations Manager

|                    |                                                      |
|--------------------|------------------------------------------------------|
| Reports To:        | <b>MD / General Manager</b>                          |
| Work Location:     | <b>Mount Gambier</b>                                 |
| Employment Status: | <b>Full-time, ongoing</b> (part-time by negotiation) |
| Direct Reports:    | <b>Project Manager, Engineering Manager</b>          |
| Leadership Level:  | <b>Senior Manager Level</b>                          |

### Position Purpose

The **Operations Manager** (Engineering & Projects) is responsible for leading engineering, drafting, fabrication and project delivery activities to ensure efficient, margin-controlled, high-quality outputs across the organisation. The role provides operational and strategic leadership that supports revenue stability, project profitability, workflow efficiency and customer satisfaction.

The Operations Manager oversees engineering and project teams, ensuring all work is accurately scoped, resourced, scheduled and delivered to required standards. The position works closely with the GM/MD, Sales & Marketing Manager (Technical) and Financial Controller (Senior Management Team) to ensure whole-of-organisation coordination, visibility and operational alignment.

This role is central to building a predictable, efficient and high-performance operational environment that supports sustainable business growth and long-term commercial success.

### Primary Objectives

- Lead engineering, drafting and project teams to deliver efficient, high-quality, margin-controlled projects.
- Establish predictable workflows and operational rhythm that support accurate scoping, scheduling and end-to-end project delivery.
- Strengthen project governance and commercial oversight to ensure timelines, budgets, risks and quality standards are consistently met.
- Collaborate closely with the Senior Management Team to support whole-of-organisation project planning, visibility and efficiency.
- Build capability and accountability within engineering and project teams through effective leadership, coaching and continuous improvement.

### Key Responsibilities

#### 1. Operational Leadership and Workflow Oversight

- Lead operations across engineering, drafting, project management and fabrication interfaces.
- Develop and maintain efficient workflows, ensuring projects move seamlessly from sales through to delivery.
- Implement systems that support accurate scoping, scheduling, resourcing and progress tracking.
- Drive operational rhythm, ensuring consistent communication, planning and coordination across all teams.

## *2. Oversee Project Management, Delivery and Margin Control*

- Support the Project Manager in oversight of end-to-end project delivery, ensuring scope, timelines, costings and quality requirements are met.
- Monitor project budgets, margins and commercial performance, implementing corrective actions where required.
- Ensure project risks are identified early, escalated appropriately and mitigated effectively.
- Maintain strong documentation, version control and project governance practices

## *3. Engineering and Technical Oversight*

- Provide leadership and direction to engineering and drafting teams.
- Ensure engineering outputs meet technical standards, customer requirements and compliance obligations.
- Coordinate technical reviews, design validation and production readiness checks.
- Support continuous improvement in engineering processes, tools and capability.

## *4. Cross-Functional Leadership*

- Collaborate with fabrication, procurement and administration teams to ensure operational alignment and efficiency.
- Contribute to whole-of-business planning and decision-making as an active member of the SMT.
- Support unified leadership messaging and organisational cohesion.

## *5. People Leadership, Safety & Culture*

- Lead, coach and develop teams.
- Create a safe workplace by promoting WHS awareness, safe work practices and compliance with company procedures.
- Promote collaboration, professionalism and high performance.
- Ensure clarity of expectations, performance reviews and development plans.
- Model strong communication, technical credibility and customer service.
- Role model Whitty Values.

## *6. Management and Reporting*

- Contribute to whole-of-business planning and decision-making, ensuring team priorities align with organisational goals and cross-department impacts.
- Coordinate projects and services with fellow SMT members to ensure consistent workflows, shared visibility, and efficient end-to-end delivery.
- Provide timely, accurate reporting to the GM on performance, risks, resourcing, and emerging issues, including early escalation of critical matters.
- Maintain transparent communication across the SMT, supporting unified leadership messaging and consistent operational governance.
- Identify opportunities for improvement in systems, processes, and collaboration, strengthening organisational capability and service quality.
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# The Person

We're looking for someone who brings strong operational leadership, deep technical understanding and a commitment to delivering high-quality engineered projects from concept through to completion. You'll thrive in a dynamic, fast-paced environment, enjoy working across engineering, drafting, fabrication and commercial teams, and take pride in driving coordinated, efficient and margin-controlled project delivery.

You'll be an experienced operations or engineering leader who brings clarity, credibility and calm authority. You balance structured planning with hands-on problem solving, use data and technical insight to inform decisions, and maintain strong visibility across multiple projects, teams and priorities. You're steady under pressure, values-driven in your leadership, and confident guiding teams through change while managing operational, commercial and project-related risks with care and precision.

You'll excel at building rhythm, consistency and accountability across the organisation, ensuring projects run smoothly, teams stay aligned, and customers receive reliable, high-quality outcomes every time.

## **Required Experience & Attributes – *Key Selection Criteria***

### **1. Industry Experience**

Proven experience in engineering, operations, project management or technical leadership within manufacturing, fabrication or industrial environments. Experience coordinating complex engineered projects, managing multidisciplinary teams or working with OEMs and technical customers is highly regarded.

### **2. Technical Skills**

Demonstrated ability to oversee engineering workflows, interpret drawings and specifications, coordinate project scoping, scheduling and resourcing, and ensure accurate costings and margin control. Strong capability in project governance, operational systems, risk management and continuous improvement methodologies.

### **3. Leadership Skills**

Proven experience leading accountable, high-performing technical teams; strong capability in guiding change; and excellent communication skills that build trust, clarity and collaboration across engineering, drafting, fabrication and commercial stakeholders. Ability to coach and develop staff while fostering cross-functional alignment and operational discipline.

### **4. Personal Attributes**

- Values-driven, ethical and reliable
- Strong written and verbal communication skills
- Strategic thinker with practical problem-solving ability
- Adaptable, proactive and committed to continuous improvement

## 5. Qualifications and Compliance Requirements

- Tertiary qualification in Engineering, Operations, Project Management or a related technical discipline (or commensurate experience)
- Valid Driver's Licence
- Any other mandatory compliance requirements imposed by legislation and/or company policy

## Flexibility and Relocation

We know that taking on a new role is a big step. This position is full-time, but we're happy to explore flexible arrangements if that helps the right person succeed.

If relocation is part of your journey, we'll provide support to make the move as seamless as possible including helping your induction into our community – schools, sports and the things that are most important to you.

# Further Information

Confidential enquiries are welcomed to our Recruitment Partner, Catriona Hardiman of Leadology via **[catriona@leadology.com.au](mailto:catriona@leadology.com.au)**

Further information about Whitty Engineering can be found at **[www.whittyeng.com.au](http://www.whittyeng.com.au)**

## To Apply

If this sounds like you, we'd love to hear from you. Please submit your application including a cover letter addressing the Key Selection Criteria and resume to our recruitment partner Leadology via **[catriona@leadology.com.au](mailto:catriona@leadology.com.au)**

Applications close on **Sunday 27<sup>th</sup> September 2026**

