



CAREER OPPORTUNITY

GROUP ENGINEERING MANAGER





**BUILD YOUR CAREER
WITH AUSTRALIA'S MOST
TRUSTED SERVICE BODY
MANUFACTURER**



Career Opportunity
Overview

GROUP ENGINEERING MANAGER

Join a values-led manufacturing business that's reshaping the industry by building a powerful group of innovative brands delivering certainty to every Australian.

A GROWING FAMILY OF BRANDS, BUILT FOR WORK AND DELIVERING CERTAINTY

As part of our Growth Strategy, we're uniting Australia's most trusted work-focused manufacturers under one banner. We've welcomed SureWeld and Dean Trailers into the Hidrive Group, combining decades of craftsmanship with our national installation footprint and operations scale.

Each brand remains proudly itself – but backed by shared resources, collective expertise, and a commitment to delivering certainty for our customers.

Join our team as we continue on our journey of building multiple brands providing certainty to the mobile workforce.



Since 1976, beginning as a small welding and fabrication business, SureWeld has grown to become the recognised benchmark in Aluminium Loading Ramps and Aluminium Plant Trailers.

SureWeld first introduced the concept of Aluminium Loading Ramps to Australia in the early 1980s. Our product range continues to develop, keeping ahead of current market demands.

A SureWeld Aluminium Plant Trailer is an invaluable asset, making the transport of machinery safe and practical.



Established in 1948, DEAN Trailers has grown from a small farm trailer manufacturer to become an icon in Australian manufacturing with a highly regarded reputation for quality, reliability and service in the industry.

DEAN Trailers, in addition to agricultural trailers, design and manufacture a diverse range of trailer products including; plant, road, custom, tag & pig trailers and truck bodies.



OUR BENEFITS

At Hidrive, we believe that when our people thrive, so does our business. That's why we offer a wide range of generous benefits and rewards designed to support your wellbeing—both at work and in your personal life. From helping you balance work and life commitments to fostering strong team connections and recognising your achievements, our benefits are here to help you grow, succeed, and feel valued every step of the way.



Hidrive Training Programs

Empowering growth through training and development.



Employee Wellbeing Allowance

(If employees qualify)

A weekly allowance to support your health and wellbeing.



Employee Assistance Program (EAP)

Free, confidential support available 24/7 for your wellbeing and work-life needs.



Incentive/Bonus Program

(If employees qualify)

Recognition through performance-driven bonuses and incentives.



Journey to Work Insurance

Ensuring staff have peace of mind on their commute to and from work.



Hidration Stations

Free water and soft drinks via our Hidration Stations.



Hifives/Reward for Results

Recognising and rewarding staff for values-aligned behavior.



Above Award Pay

Competitive salaries that exceed industry standards.



Community Engagement

Building a culture of giving with team lunches that support charitable causes.



Career Opportunities

Supporting your career development with clear paths for internal advancement.

OUR CLIENTS

We've built over 21,000 service bodies since 1993. Here are some of our clients who made certain their service body fleet was fit-for-purpose and built to stand the test of time.



Career Opportunity
About Us



AUSTRALIA'S LEADING *SERVICE BODY* MANUFACTURER AND INSTALLER

We're Australia's leading service body manufacturer and installer.

We're the only Australian manufacturer of service bodies for utes, trailers and trucks with a company-owned national installation network. Our products are fun and what we do is varied. We are ISO 9001 (Quality), ISO 14001 (Environmental) and ISO 45001 (Safety) compliant. We're the only Australian manufacturer of service bodies to achieve this triple ISO certification.

Enjoy an environment that's sheltered from consumer confidence-related economic downturns - 98% of our business comes from corporate and government clients, not the recreational market. We're positioned to benefit from Australia's long runway of infrastructure projects. We are diversified across corporate trades and industries that support our built environment, mining, utilities, transport, communications and agriculture.



ENGINEERED FOR CERTAINTY

BUILT IN AUSTRALIA. BUILT TO WORK.

With over 190 accessories and vertically integrated manufacturing at our Goulburn facility, Hidrive is as close as it gets to a true one-stop shop. From shelves and benches to drawers and towbars – we make the gear that makes our service bodies perform.

Need spare parts? Custom solutions? Fleet consistency across years? We don't outsource it. We own it.

UNRIVALLED RELIABILITY

Our aluminium service bodies are engineered more like an aircraft fuselage than a heavy steel box – light, durable, and built to maximise payload without compromising strength.

We've been refining them since the 1990s. They're the most popular in Australia. And they've proven bulletproof in the field – across thousands of use cases, industries, and environments.

We've built over 21,000 service bodies – and every one is backed by decades of hard-won experience.

It's your chance to make a difference and not only provide certainty to our customers but also to everyone of our 250+ strong team of Aussie workers.

**WE'VE GOT AN
ENVIABLE TRACK
RECORD OF BEING
A PROFITABLE
ORGANISATION THAT
HAS CONSISTENTLY
REINVESTED
WORKING CAPITAL
TO DELIVER
SUSTAINABLE
ORGANIC GROWTH**

As you can see, we've got a bit going on.
No two days are the same.



ABOUT YOU

This is an outstanding opportunity for dynamic and values aligned Group Engineering Manager to take your career to the next level.

Come join our team in Ingleburn or Goulburn.

This role requires a strong leader that can leverage from a practical background to manage and demonstrate a high skill set in technical support functions.

The ability to foster a culture of collaboration and teamwork to enable the effective use of the resources in each team to ensure that the Engineering Department enables the realisation of business objectives.

Your proven experience includes:

- Formulating and executing strategy.
- Supporting three teams within the Engineering Department; Design, Technical and Innovation.
- Quality assurance, compliance and risk management.
- Delivering value through innovation.
- Collaboration with all teams in Hidrive; including sales, customer success, operations, HSEQ, etc.
- Regular performance reporting to the Executive Leadership Team (ELT).



ABOUT THE **ROLE**

This is an exciting position created within the Revenue Group, reporting directly to the Chief Revenue Officer. We would prefer the position to sit in Goulburn, but an Ingleburn location will be available for the right candidate. The role requires a strong leader that can leverage from a practical background to manage and demonstrate a high skill set in technical support functions. The role must foster a culture of collaboration and teamwork to enable the effective use of the resources in each team to ensure that the Engineering department meets customer expectations safely and effectively.

The Head of Engineering will take overall responsibility for three teams within the Engineering Department:

- **Design Engineering** - Primarily responsible for the complete, Right First Time (RFT) design of all new customer specifications (mechanical & electrical)
- **Innovation** - Primarily responsible for the creation of value and improvement of customer experience through the innovation of Hidrive's product offering

MORE SPECIFICALLY, YOUR KEY ACCOUNTABILITIES INCLUDE:

→ **Technical Sales Support and Design Engineering**

Work collaboratively with the sales generation teams (Sales and Marketing) to provide technical support and oversight in all sales interactions.

Ensure the complete, Right First Time (RFT) design of all new customer specifications (mechanical & electrical), inclusive of all documentation required for manufacturing and compliant to industry and regulatory standards.

Develop and maintain a project management methodology to appropriately manage new or First of Type (FOT) designs into the manufacturing environment.

→ **Quality Assurance, Compliance and Risk Management**

Establish a Quality Assurance program to control variability and improve consistency to ensure that every product meets the product specification and in turn the customer requirements and expectations.

Ensure that engineering change is managed throughout the organisation and appropriately communicated to all departments.

Ensure that all Hidrive product and design processes comply with all relevant statutory and/or regulatory requirements through comprehensive testing (DFMEA/PFMEA) and risk assessment.

Management of risk related to product design and engineering.

→ **Technical Authority**

Establish the Engineering department as an authority for all technical aspects of Hidrive product and processes.

Oversee the development and ownership of a complete suite of technical specifications that will be used in the design of all products.

Management of OEM quality programs such as Ford QVM.

→ **Product Management**

Management of all product and manufacturing master data within the ERP to ensure it is accurate and enables the effective management and measurement of manufacturing operations.

Collaborate with the Finance team to ensure that all proposals and products are priced at profitable margins in line with business goals.

→ **Delivering value through Innovation**

Improve customer experience via product improvements or new product Introduction.

Increase the barriers to entry for competitors by positioning Hidrive as a market leader through innovative product design and customer centric product development.

→ **Leadership**

Lead and manage direct reports. Ensure that direct reports are managing their own reports in line with the PD's and RRM.

General management responsibilities as outlined in Hidrive Leadership Roles & Responsibility Matrix.

Ensure the effective utilisation of resources to deliver value to the organisation.

Ensure that the Engineering department consistently delivers customer centric solutions based on genuine customer feedback/market insights.

→ **Reporting**

Provide reporting to senior management on the performance of the Engineering Department. This will include a monthly report to the ELT and a quarterly report to the board among others as requested.

MINIMUM REQUIREMENTS AND EXPERIENCE

- Tertiary qualifications in Mechanical or Electrical Engineering.
- 5+ Years of experience in a management role (sales engineering desirable).
- 3+ Years of experience in a trade-orientated vocation, preferable but not essential.
- Responsibility for profit & loss (P&L).
- Risk and Change management.

THE REWARDS

- Join an industry-leading Australian manufacturer that values its people, nurtures its customers and produces world class products.
- Enjoy a fantastic workplace culture as part of our team of over 225 staff nationally.
- Competitive salary and benefits package and professional development opportunities.
- Enjoy a culture of confidence, trust and potential for flexibility in work arrangements.
- Employee Assistance Program.
- Potential for career development in a financially strong organisation demonstrating sustained growth.



SOUND GOOD?

Applications and queries should be sent to:
hr@hidrive.com.au

Please supply a **resume and cover letter**,
addressed to:

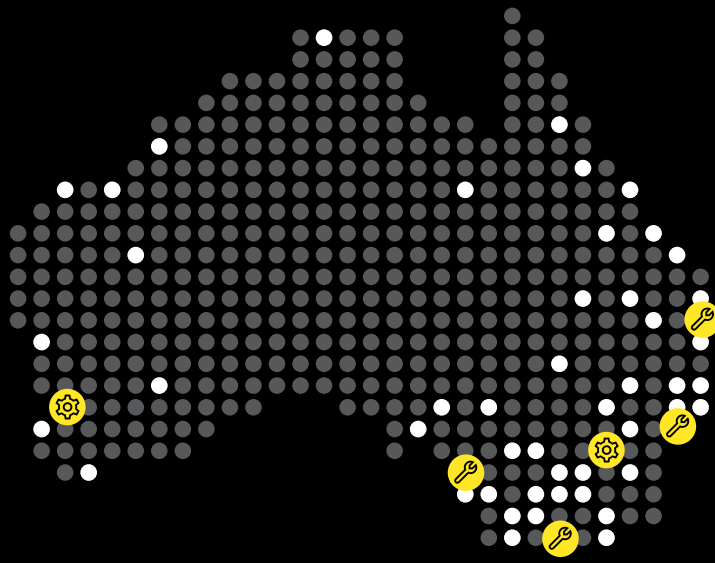
Chief Revenue Officer


Any questions may be directed to
Isabella Kloppers on 1300 368 161.


All applications and further correspondence
will be treated in strict confidence.

hidrive

MAKE CERTAIN



 MANUFACTURING,
INSTALLATION &
SHOWROOM

 INSTALLATION
& SHOWROOM



Hidrive is the only manufacturer of service bodies for utes, trailers and trucks with a company-owned national installation network.



Eastern Manufacturing, Installation & Showroom
17 O'Sullivan Pl, Goulburn NSW 2580



Brisbane Showroom & Installation
146 Crockford St, Northgate QLD 4013



Melbourne Showroom & Installation
57 Hunter Rd, Derrimut VIC 3026



Western Manufacturing, Installation & Showroom
18 Catalano Rd, Canning Vale WA 6155



Sydney Showroom & Installation
10 Garner Pl, Ingleburn NSW 2565



Adelaide Showroom & Installation
6 Wirriga St, Regency Park SA 5010