Electrical Supervisor

Location: Cowie

Job Type: Permanent

West Fraser is a diversified wood products company with more than 60 facilities in Canada, the United States and Europe. From responsibly sourced and sustainably managed forest resources, the company produces lumber, engineered wood (OSB, LVL, MDF, plywood, particleboard), and other products including pulp, newsprint, wood chips and renewable energy.

Our UK-manufactured products are used extensively in the construction, DIY and furniture sectors. Our brands, SterlingOSB Zero, CaberFloor and CaberMDF, are well known in the construction industry and are commonly specified by architects, national housebuilders and specifiers.
We are proud that as a certified net carbon negative company we lock up more carbon in our products than we emit making them, helping the UK construction sector comply with net zero targets and beyond.

About the Role
The Electrical Supervisor is responsible for leading and coordinating the electrical maintenance function across the manufacturing site, ensuring safe, compliant, and reliable operation of all electrical, control, and automation systems. Manage the execution of PPM, breakdown response, contractor activities, and team development while driving continuous improvement in plant reliability and operational performance.

Key Responsibilities:

1) Health, Safety & Compliance

- Act as a visible safety leader and enforce all electrical safety standards, including **LOTO**, safe isolation, arc-flash control, and site electrical rules.
- Prepare, review, and authorise **Risk Assessments and Method Statements (RAMS)** for electrical tasks (LV/MV work, live testing, confined space, work at height).
- Serve as a **Permit-to-Work (PTW) authority** for electrical permits (electrical isolation, HV switching where authorised, hot work, confined space, intrusive automation work).
- Ensure compliance with **Electricity at Work Regulations**, PUWER, DSEAR, ATEX zoning requirements, and inspection regimes.
- Conduct crew talks, safety audits, near-miss reviews, and contribute to incident investigations using root cause tools.

2) Electrical Maintenance (PPM & Reactive)

- Own and deliver the **Electrical PPM strategy** for all production areas, including:
  - LV/MV distribution, transformers, MCCs, switchgear
  - Motors, VSDs, soft starters
  - PLCs & SCADA systems (Alan Bradley/Siemens/Rockwell)
  - Instrumentation (temperature, pressure, flow, weight, moisture)
  - Field devices, safety circuits, machine guarding
  - Press line electrical systems, dryer instrumentation, sander controls, saws, and conveyor systems
- Lead and coordinate **breakdown response**, ensure safe fault-finding, rapid recovery, and communication with operations.
- Ensure accurate and high-quality **CMMS entries** (failure codes, parts, root cause, photos, WO closeout).
- Drive quality standards on electrical workmanship including cable routing, gland installations, terminations, and panel work.
- Support the development of **condition monitoring**, e.g., thermography, motor testing (MCE), insulation resistance trending, and network diagnostics.

3) People & Contractor Management

- Lead an internal team of electricians, and electrical apprentices
- Allocate workload, set priorities, and supervise day-to-day tasks safely and efficiently.
- Manage contractor activities: specification of work, RAMS approval, permit control, supervision, quality checks, and completion sign-off.
- Maintain staffing levels, standby/call-out cover, and manage overtime within budget.
- Facilitate daily maintenance talks to align priorities with Mechanical, Production, and Process teams.

4) Skills, Competency & Development

- Maintain and update a **skills matrix** for all electrical & controls personnel.
- Identify training needs in areas such as:
  - PLC programming (Alan Bradley/Siemens S7)
  - LV/MV switching
  - Instrumentation calibration
  - Functional safety & machine guarding
  - ATEX awareness and inspections
  - Thermography and condition monitoring
- Provide coaching on safe isolation, fault-finding, CMMS discipline, and professional electrical standards.
- Support apprentices and new starts, ensuring long-term skills pipeline.

5) Continuous Improvement & Reliability

- Lead CI initiatives that improve reliability, reduce repeat failures, and drive cost efficiency. Examples include:
  - Power quality improvements
  - Drive upgrades and motor standardisation
  - Obsolescence management for PLCs, HMIs, and networks
  - Automation improvements to reduce manual intervention and human error
- Support reliability processes such as **RCA, 5-Why, FMEA** and implement corrective actions.
- Contribute to **MOC (Management of Change)** for electrical and automation modifications.
- Track and report reliability KPIs to demonstrate performance improvements.

What We Are Looking For:

Essential

- Time-served Electrical Maintenance Technician/Engineer (Apprenticeship, NVQ/SVQ Level 3).
- HNC/HND (or equivalent) in Electrical Engineering or Controls/Instrumentation.
- Strong background in electrical maintenance in **heavy industry or continuous process** (wood panel, pulp/paper, sawmill, metals, chemicals).
- Competent in reading electrical drawings, schematics, P&IDs, and automation documentation.
- Experience managing contractors and supervising skilled trades.
- Competent user of CMMS (Maximo/SAP or similar).

Desirable

- Experience with Alan Bradley/Siemens control systems.
- Inspection & testing qualification (e.g., 18th Edition, 2391).
- Thermography certification.
- IOSH Managing Safely.
- HV switching authorisation (where relevant).

If this position sounds like the career for you, get in touch with Nicola Howe via email at Nicola.howe@Westfraser.com.