



Hydraulic System Products Limited

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Operations & Engineering Manager

Wakefield, West Yorkshire

A Leadership Opportunity with a Clear Path to Directorship

Hydraulic System Products Ltd is seeking an ambitious and commercially minded engineering leader to join our senior management team and take responsibility for our manufacturing and engineering operations.

As a privately owned, independent designer and manufacturer of specialist fluid power products, we have built a strong reputation for technical excellence, innovation, quality, and customer service. Based in Wakefield, West Yorkshire, we supply products and solutions to customers across a wide range of industrial sectors.

This is an outstanding opportunity for an experienced engineer who is looking to take the next step in their career and play a key role in shaping the future of a growing and successful manufacturing business.

The Role

Reporting directly to the Managing Director, the Operations & Engineering Manager will provide leadership across manufacturing, engineering, quality, and product development functions.

This is a highly visible and influential position requiring both strategic thinking and hands-on leadership. You will be responsible for driving operational performance, continuous improvement initiatives, engineering excellence, and the development of our people and processes.

You will work closely with colleagues throughout the business to ensure that products are designed, manufactured, and delivered to the highest standards of quality, efficiency, and customer satisfaction.

Key Responsibilities

Operations & Manufacturing

- Lead and develop manufacturing operations to achieve productivity, quality, delivery, and cost objectives.
- Drive continuous improvement initiatives using Lean Manufacturing and best practice methodologies.
- Identify and implement process improvements to enhance efficiency, capacity, and profitability.
- Monitor operational performance through appropriate KPIs and reporting systems.
- Ensure compliance with health, safety, and environmental standards.

Engineering & Product Development

- Provide technical leadership across engineering design and product development activities.
- Support the development of innovative products and solutions for fluid power applications.
- Oversee engineering projects from concept through to manufacture and commercialisation.
- Ensure robust design, testing, validation, and documentation processes are maintained.
- Work closely with customers and suppliers on technical matters where required.

Quality & Continuous Improvement

- Champion a culture of quality throughout the business.
- Lead quality improvement initiatives and root cause analysis activities.
- Ensure manufacturing and engineering processes deliver consistent product performance and reliability.
- Drive continuous improvement across all operational functions.

Leadership & Business Development

- Lead, mentor, and develop colleagues across manufacturing and engineering teams.
- Foster a culture of accountability, collaboration, and continuous learning.
- Contribute to strategic planning and long-term business growth initiatives.
- Support the senior leadership team in delivering company objectives and future growth plans.

About You

We are looking for a driven and ambitious engineering professional with a proven track record in both manufacturing and engineering leadership.

Ideally, you will have:

- A background in mechanical, manufacturing, hydraulic, fluid power, or related engineering disciplines.
- Experience gained through a technical apprenticeship, progressing into engineering and leadership roles.
- An engineering degree or equivalent qualification (preferred but not essential).
- Strong experience in both product design and manufacturing environments.
- Demonstrable success in leading teams and delivering operational improvements.
- Excellent communication and interpersonal skills.
- A hands-on, proactive approach with the ability to lead by example.
- Commercial awareness and a genuine interest in contributing to the wider success of the business.

What We Offer

- A senior leadership role within an established and respected engineering company.
- Significant autonomy and influence over manufacturing and engineering strategy.
- A genuine opportunity to progress to Board-level Director status.
- Participation in a future profit-share scheme.
- Potential opportunities to acquire an equity stake in the business.
- The chance to help shape the future direction and growth of the company.

Join Us

If you are an ambitious engineering leader looking for an opportunity to make a lasting impact within a successful manufacturing business, we would like to hear from you.

This is a rare opportunity to join a company that values technical excellence, entrepreneurial thinking, and long-term commitment—and to build a career that could ultimately lead to business ownership.

Applicants should email their CV for review to steveh@h-s-p.co.uk