

CAREERS

We're recruiting!

Maintenance Technician – Mechanical Focus

ROLE TITLE

Maintenance Technician – Mechanical Focus

FOCUS

Mechanical maintenance, plant reliability and practical machinery improvements.

CONTRACT

Full time, site-based, permanent contract

WORKING PATTERN

Flexible to work a Mon-Fri rotating shift pattern, including 6:00am–2:30pm, 9:00am–5:30pm and 2:00pm–10:30pm and occasional weekend working (shifts to support business needs and provide cover during site shutdown periods)

SALARY

£43,000 to £48,000 per annum

Are we what you are looking for?

Are you looking for a hands-on maintenance role where you can make a visible difference, not just patch the same issue again and again? Where you can help upgrade operations to 21st-century industry standards and improve manufacturing effectiveness & efficiency? Working together with Operators to develop solutions that truly make a difference.

At Midland Lead, you will be joining a friendly, family-run King's Award-winning manufacturing business with a proud reputation for producing sustainable recycled lead sheet.

This role would suit someone who enjoys mechanical preventative maintenance, fault-finding, understanding the root cause of problems and working closely with operators and production colleagues. You will help keep the site running safely and reliably, while also supporting better planned maintenance and long-term improvements. You will play an active role in shaping the future of operations at Midland Lead by helping build more reliable, proactive and efficient ways of working.

We are looking for someone considered and confident in decision-making, yet curious to understand and improve operations, who can make it happen within our 3-person maintenance team. If you enjoy solving problems properly, communicating clearly and seeing the impact of your work on the shop floor, this could be the role for you.

Role purpose

The Maintenance Technician - Mechanical Focus will support the safe, reliable and efficient operation of Midland Lead's plant, machinery and site equipment. The role will focus on mechanical preventative maintenance, repairs and improvement work, and control of contractors while working closely with production to reduce downtime and keep operations moving.

Key responsibilities

Planned maintenance and improvement work

- Carry out planned preventative mechanical and electrical maintenance to improve machinery reliability and reduce repeat breakdowns.
- Take a curious approach to recurring mechanical issues faults, looking beyond the immediate repair to understand root causes and prevent repeat breakdowns.
- Support improvements to maintenance schedules, procedures and records.
- Provide practical input into equipment upgrades, repairs and site improvement projects.

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Maintenance Technician – Mechanical Focus

- Help move the maintenance function towards a more proactive approach, where issues are anticipated and managed before they disrupt production.

Reactive maintenance and repairs

- Diagnose and resolve mechanical breakdowns across plant, machinery and site equipment.
- Respond quickly and safely to urgent maintenance issues, prioritising work to minimise production downtime by resolving mechanical and electrical problems.
- Carry out mechanical repairs, replacements and adjustments in a practical and reliable way.
- Look beyond the immediate fix by identifying likely root causes and recommending practical steps to prevent repeat issues.
- Support equipment used in a busy lead manufacturing environment, including traditional plant, casting, cutting, rolling and associated production equipment.

Mechanical focus

- Work on traditional plant machinery and mechanical systems, including gears, motors, bearings, chains, hydraulics, pneumatics and associated equipment.
- Undertake mechanical fitting, where required.
- Support maintenance of furnaces, casting equipment, cutting lines, rolling equipment and other plant machinery where applicable.
- Carry out minor repairs to site equipment and vehicles, such as forklifts, where required.
- Provide basic electrical awareness and support where appropriate, working within competence and safety requirements.

Working with production

- Work collaboratively with production colleagues, operators and managers to understand priorities, share knowledge and keep equipment running safely and reliably.
- Communicate openly and honestly about issues, risks, progress and realistic timescales, raising concerns early so they can be dealt with properly.
- Support planned maintenance around production schedules, helping keep disruption to a minimum.
- Build good working relationships across the site by being approachable, practical and reliable.
- Role model our values: Look out for each other, Be curious, Be part of our future, Work together, Make it happen, Tell it how it is.

Site support, stock and close-down

- Manage or support spare parts planning and stock control for scheduled maintenance and breakdown repairs.
- Work with procurement to ensure critical components and materials are available when needed.
- Support site close-down and security responsibilities when required, helping ensure the site is left safe and secure at the end of the day.
- Take part in the shift pattern needed to provide maintenance cover across site operating hours.

Maintenance Technician – Mechanical Focus

AREA	ESSENTIAL	DESIRABLE
Experience	Significant and demonstrable maintenance experience in manufacturing, heavy engineering, metal processing or a similar plant environment. Strong experience in mechanical maintenance and repair.	Experience in lead manufacturing, metal processing, casting, rolling, cutting or other traditional plant environments.
Mechanical skills	Confident diagnosing and repairing mechanical faults on plant machinery and site equipment. Experience with gears, motors, bearings, chains, hydraulics, pneumatics, mechanical fitting and practical repairs.	Experience with furnaces, casting equipment, cutting lines, rolling equipment, forklifts, general workshop tasks.
Maintenance approach	Able to carry out reactive maintenance, planned preventative maintenance and practical repair work. Focused on root cause, reliability and reducing repeat breakdowns.	Experience helping to improve schedules, maintenance records and digital systems or ways of working.
Electrical awareness	Willing and able to support basic electrical maintenance activities where appropriate as part of a small, multi-skilled engineering team. Able to work safely around electrical equipment and assist with routine inspections, testing and minor electrical repairs within the limits of competence.	Basic understanding of industrial electrical systems, including motors, sensors, switches, control panels and fault-finding techniques.
Planning and communication	Able to prioritise urgent work, communicate clearly with operators and managers, and plan maintenance activity around production needs.	Experience working closely with procurement, production planning or stock/spares management.
Safety and site support	Strong safety awareness and willingness to support site close-down/security responsibilities. Comfortable working the required shift pattern: 6:00am-2:30pm, 9:00am-5:30pm and 2:00pm-10:30pm.	Experience supporting lock-up, site close-down, permits, contractor control or similar site responsibilities.
Culture and behaviours	Practical, curious, calm under pressure and comfortable working in a small, collaborative team. Respectful and supportive with operators and colleagues.	An interest in sustainable manufacturing, continuous improvement and helping a family-run business keep moving forward.



Maintenance Technician – Mechanical Focus

Working pattern

The business is looking to provide maintenance support across the full site operating day. The ideal shift pattern is expected to include: 6:00am–2:30pm, 9:00am–5:30pm and 2:00pm–10:30pm shifts, (8.5 hrs a day, 30 minutes break and 10-15 minutes paid shower), with flexibility where operational needs require it.

A key aim is for maintenance cover to be available until the site closes, including supporting safe close-down and security responsibilities so the site is left in a safe and secure position.

What Midland Lead can offer

- A friendly, supportive and values-driven family-run working environment.
- A role where your ideas, judgement and practical experience will be listened to.
- The chance to help shape better maintenance practices and improve machinery reliability.
- A good salary and benefits package, including life assurance, access to GP appointments, Costco membership, volunteering opportunities and wellbeing support.
- 30 days annual leave (rising to 33 days service-related holiday), and Company Sick Pay (following successful completion of probationary period).
- Training and development in your area of expertise.
- The opportunity to be part of a business with a strong sustainability focus and a proud manufacturing heritage.

The recruitment process

The process is designed to be straightforward and practical, giving candidates a proper feel for the company, the site, its people and the role.

STAGE	DETAIL
Closing	Closing Date 1st September 2026
Shortlisting	Early September 2026
Stage 1	Initial Microsoft Teams call (Virtual)
Stage 2	Site tour and trade tests
Stage 3	Interview

We have appointed Loates HR Consultancy t/a Loates Business Solutions Ltd to manage the recruitment process exclusively on behalf of Midland Lead Ltd, Loates HR Consultancy is a third-party data processor. The lawful basis for processing data is consent.