

# DRAKEN

**Job Title:** Director of Enterprise Improvement and Teesside Site Leader  
**Location:** UK (Teesside Site Leadership)  
**Reporting to:** VP Programmes  
**Dotted line:** Director of Business Operations & Transformation

## Role Purpose (position scope)

The Director of Enterprise Improvement and Teesside Site Leader is a senior enterprise leader within the Programmes Directorate, accountable for **driving business-wide operational improvement** and providing **site leadership for the Teesside operation**.

The role exists to identify, prioritise, design and execute **cross-functional operational improvements** across programmes, operations and enabling functions, ensuring that improvements are aligned to strategic priorities and deliver **demonstrable benefits** in performance, capacity, capability, cost and compliance. The Director is responsible for establishing **consistent, standardised and sustainable ways of working** across operational locations, embedding a high-performance and continuous improvement culture throughout the business.

In parallel, the role acts as the **senior leader for the Teesside site**, responsible for site governance, operational assurance, safety, compliance and effective day-to-day site performance. The postholder provides integrated leadership across functional boundaries, ensuring the site operates safely, efficiently and in accordance with regulatory, customer and business expectations.

The Director operates with significant autonomy and influence, working closely with IDT Directors, functional leaders and the Director of Business Operations & Transformation. The role requires high levels of executive judgement, cultural leadership and the ability to lead change through influence rather than direct authority.

Line Manager	Dotted Line	Direct Reports	Dotted Line
VP Programmes	Director of Business Operations and Transformation	TBC	TBC

## Key Responsibilities

- Set and steer continuous improvement strategy for Draken UK enterprise wide.
- Lead the improvement and standardisation of methods and ways of working, ensuring they are fully embedded and compliant.
- Seek out improvement opportunities across the enterprise, identify those that can deliver meaningful benefits to the business and deliver business cases for possible execution.
- Drive a high performance and continuous improvement culture to ensure all opportunities are identified, evaluated and implemented to drive further benefit to the business.

- Execute selected projects, leading the activity and brigading necessary resources to deliver identified outcomes.
- Champion continuous improvement and culture, role model behaviours that promote clarity, accountability and high performance.
- Formulate and execute other projects as directed by VP Programmes.
- Deliver effective and high-quality leadership for the Teesside site.
- Regulatory accountability for the non-aviation aspects of the Teesside site, responsible for the overall safety, quality, compliance of the site in concert with functional leads.
- Act as the Teesside site budget holder for non-programme aspects.
- Lead through influence, orchestrating IDT and functional leaders to support site outcomes.
- Create and maintain relationships with key customers and suppliers relevant to the Teesside site as required, in particular owning the relationship with Teesside Airport.
- Where applicable, manage and lead customer and supplier visit to the Teesside site.

Skill	You should be able to:
<b>Enterprise Operational Improvement</b>	<ul style="list-style-type: none"> <li>▪ Define and lead the enterprise-wide operational improvement strategy, aligned to business priorities and approved governance.</li> <li>▪ Proactively identify improvement opportunities across programmes, sites and functions, converting these into <b>evidence-based business cases</b> with clear benefits, risks and resource requirements.</li> <li>▪ Lead the design, mobilisation and execution of approved improvement initiatives, drawing on resources from IDTs, functions and external providers as appropriate.</li> <li>▪ Establish and embed <b>standard methods, frameworks, tools and governance</b> for continuous improvement and change implementation.</li> <li>▪ Ensure improvement initiatives are benefits-led, effectively governed, embedded into normal operations and sustaining measurable outcomes.</li> <li>▪ Build and coordinate a network of improvement practitioners, subject matter experts and functional leaders across the business.</li> </ul>
<b>Change and Performance Leadership</b>	<ul style="list-style-type: none"> <li>▪ Lead complex cross-functional change initiatives delivering operational, process or capability improvement.</li> <li>▪ Ensure initiatives have clear objectives, ownership, governance, risk management and performance reporting.</li> <li>▪ Drive structured problem-solving, process mapping, decision-making and lessons-learned activities.</li> <li>▪ Assess organisational readiness for change and ensure proportionate engagement, communications and training plans are in place.</li> <li>▪ Champion behaviours that promote clarity, accountability, continuous improvement and high performance.</li> </ul>

Skill	You should be able to:
<b>Teesside Site Leadership</b>	<ul style="list-style-type: none"> <li>▪ Act as the senior leader accountable for <b>overall site assurance</b>, including safety, quality, compliance, operational readiness and customer confidence.</li> <li>▪ Provide integrated site leadership in coordination with functional leads, ensuring clear accountability and effective escalation of risks and issues.</li> <li>▪ Ensure site infrastructure, systems, facilities and resource planning support both current operations and future business needs.</li> <li>▪ Lead the operationalisation and maturation of the H362 hangar facility, ensuring it is safe, compliant, effective and efficient.</li> <li>▪ Maintain strong working relationships with customers, regulators, partners and suppliers relevant to the site.</li> <li>▪ Represent the site in internal and external forums and manage customer, regulator and supplier visits as required.</li> </ul>
<b>Leadership, Culture and Capability</b>	<ul style="list-style-type: none"> <li>▪ Demonstrate visible, values-based leadership aligned to Draken expectations.</li> <li>▪ Role-model collaborative, enterprise-focused behaviours and discourage functional silos.</li> <li>▪ Coach and support functional and delivery leaders to strengthen operational discipline, problem-solving capability and change leadership.</li> <li>▪ Contribute to leadership development, capability uplift and succession planning relevant to operational improvement and site leadership.</li> </ul>
<b>Strategic Contribution</b>	<ul style="list-style-type: none"> <li>▪ Provide strategic insight and advice on operational capability, site development, process maturity and performance improvement.</li> <li>▪ Contribute to business planning, investment decisions, long-term resource planning and risk mitigation.</li> <li>▪ Ensure learning, best practice and performance intelligence are captured and shared across the business.</li> <li>▪ Represent operational improvement and site priorities in senior leadership and decision-making forums.</li> </ul>

Key Measures
<ul style="list-style-type: none"> <li>▪ Strength and effectiveness of site governance, safety, quality and compliance.</li> <li>▪ Delivery, adoption and sustainability of enterprise improvement initiatives.</li> <li>▪ Measurable improvements in operational performance, capability and consistency.</li> <li>▪ Maturity and consistency of operational standards, processes and behaviours across sites.</li> <li>▪ Leadership effectiveness, including engagement, capability development and cultural impact.</li> <li>▪ Quality and timeliness of complex cross-functional change delivery.</li> </ul>

### Role Characteristics

- Enterprise-level scope with significant influence rather than direct authority.
- Requires strong executive presence, judgement and credibility.
- High interaction with senior leaders, regulators and customers.
- Balance of strategic leadership and pragmatic delivery focus.