Business Unit	Assembly
Job Title	Bay Lead
Reporting to	Assembly Supervisor
Date	November 2026
Location	Monkstown

Welcome to CDE

CDE is the leading provider of wet processing equipment for quarries, mines and recycling operations on the global market. The CDE equipment range has applications across a wide range of materials and is delivering significant efficiencies in the areas of waste recycling and natural processing.

Working across multiple strategic regions globally, CDE has been co-creating with customers for nearly 30 years. The team has been widely recognised for challenging the paradigm of traditional washing equipment supply and delivering collaborative, imaginative and unique processing systems. Our team thrives in an environment where people are genuinely empowered to lead and deliver highly strategic and innovative projects.

CDE is now seeking to appoint a professional, Bay Lead to join the team. Reporting directly to the Assembly Supervisor and working collaboratively with all other parts of the business, you will hold a key role within the company, ensuring the co-ordination and implementation of world class assembly capability.

This position is based in Monkstown but may require some travel given the global profile of our work.

Job Purpose

The Bay Lead will co-ordinate the assembly of our bespoke equipment. The individual will carry out supervisory duties, working alongside a close-knit team and liaising continuously with our designers to create outstanding equipment.

Please note, this job description is not exhaustive as other duties may be required to fulfil the requirements of the role.

Key Responsibilities

General

- Be a role model for safe behaviours, including PPE compliance, maintaining good housekeeping, and a safe work environment, and identifying and challenging any unsafe behaviours or working practices. Raise near miss reports where necessary.
- Comply with company and other safe working practices at all times, including adherence to any permit to work procedures.
- To adhere to and uphold company HR and Health and Safety policies, and attend and actively participate in Health & Safety and any other training which your line manager deems necessary.
- Maintaining 5S standards, completing associated tasks and addressing any findings from 5S audits in your work area, including maintaining a high standard of housekeeping.
- Ensure all components are checked for completeness and quality upon receipt into the assembly area, and any shortages or defects reported via NCR process as soon as practicable.
- Able to understand and follow the standard build process of each plant item and have the capacity to accept variations to machines and make changes accordingly, ensuring plant is built as per drawings, procedures and specifications.
- Ensure assembly techniques are capable of meeting requirements for Safety, Quality, Cost, Delivery and Lead time.
- To ensure in process quality checks are carried out and met, with the aim of achieving a Zero Defect Quality inspection prior to breakdown for dispatch.
- Identify and record Non-conformances as well as complete rework and close out NCRs where the need for remedial work is identified.
- To finish assigned tasks within required time frames
- To meet agreed production targets according to customer demands.
- Check and monitor tools and equipment condition, completing daily checklists where required. Request maintenance when required, quarantining unsafe tools and equipment where necessary.
- Ensure all equipment is properly set-up and used in a safe manner and that all safety devices are in use.

- To lead and develop the less experienced members of their team, assigning tasks each day to others in the team to ensure on time completion of machine builds.
- Identify and share best practice. Capture and utilise lessons learned.
- To be able to effectively work alone and as part of a wider team.
- To be able to overcome issues during assembly using own initiative
- Close out shop order in ERP System (IFS workbench) upon completion of each element of the build.
- Monitor assembly hours and develop ideas to reduce overall assembly duration

Other

- Adhere to all relevant CDE policies and procedures.
- Will be expected to display good organisational and time management skills.
- To be able to overcome issues during assembly using own initiative
- To carry out any other duties within reason and capability associated with this role.
- Availability to work overtime as and when required.

Skills, Knowledge and Experience

The successful candidate will:

Essential

- GCSE English and Maths at grade C or above.
- Have completed an NVQ Level 3 or equivalent.
- Experience working within a similar factory environment.
- Be a team leader and train, support and mentor assembly engineers, assembly technicians & apprentices
- Proactive, hardworking & enthusiastic
- Proficient in ERP system
- Punctual and ability manage own time and deliver to deadlines.
- Ability to work Self-sufficiently, solve problems and implement solutions effectively.
- Passion for Continuous Improvement with the ability to identify any underlying changes which need made.
- Motivate and support others in the team, ensuring good work relations.

Desirable

- Licensed crane operator
- Licensed forklift operator
- Licensed MEWP operator
- Have completed IOSH/NEBOSH health and safety training certificate
- Have had previous experience managing a team and projects.
- Other relevant trade qualifications, welding, machining, painting etc.

CDE are a global company and welcome applicants from all countries and backgrounds. Desirable criteria may be used for shortlisting. The Company reserves the right to vary criteria at the shortlisting stage.