

General Manager – Balcas Enniskillen

Glennon Brothers (www.glennonbrothers.ie) is a leading timber processor in Ireland & the UK with a strong growth story.

Glennon Brothers supplies both the Irish and UK markets with products for the construction, pallet wood and fencing industries. It also manufactures timber frame homes and engineered roof trusses for the house building sector and operates CHP and wood pellet plants, supplying renewable energy to many businesses and homes.

With over 900 employees across multiple locations in Ireland and the UK, our people, commitment to service, and investment in cutting-edge technology are core to our business. Over the past five years, we have invested €70 million in capital projects, and we are now entering a new phase of growth.

We are seeking to appoint a highly capable, engineering-focused General Manager to lead our Balcas site in Enniskillen—one of the largest and most advanced sawmilling operations in the UK and Ireland, employing over 220 people. This role is ideally suited to a senior leader with a strong engineering background and a proven track record in high-volume manufacturing environments.

Role

Reporting directly to the Head of Operations, the General Manager carries full responsibility for Engineering, Production, Maintenance, Safety, Health, Environment, and Quality (SHEQ) activities.

The successful candidate will play a key role in achieving strategic and operational targets, driving technical excellence, improving reliability and efficiency, and developing people and systems across the site.

The General Manager will be a visible champion for the site and the business in the wider community.

Roles and Responsibilities

- Engineering
 - Ensure optimal performance, availability, and reliability of all production equipment.
 - Lead automation initiatives and implement advanced technologies to increase productivity.
 - Oversee major capital projects including feasibility, specification, installation, and commissioning.
 - Monitor and manage OEE and drive system-level engineering improvements.

- Collaborate across maintenance, engineering, and production to deliver world-class manufacturing performance.
- Safety, Health, Environment, Quality (SHEQ)
 - Promote a safety-first culture with rigorous adherence to procedures.
 - Share best practice across departments and ensure compliance across all SHEQ areas.
- Production
 - Manage performance against budget using KPIs.
 - Drive efficiency, standardisation, and continuous improvement across operations.
 - Liaise with internal stakeholders including forestry and sales to align operations with business goals.
- Continuous Improvement & Capital Projects
 - Implement lean techniques and technology-driven improvements.
 - Lead capex planning and ensure timely delivery of high-value strategic projects.
- Financial Control
 - Develop and manage operational budgets.
 - Analyse financial reports and ensure best-value procurement.
- Leadership
 - Lead and develop high-performing teams.
 - Mentor managers and support employee development.
 - Foster a culture of accountability, innovation, and operational excellence.

Key Competencies

- Strong personal credibility and relationship-building skills.
- Technical expertise in manufacturing and engineering systems.
- Lean/CI programme leadership experience.
- Strong analytical and financial acumen.
- Resilient, decisive, and comfortable in a fast-paced, evolving environment.

Desired Qualifications and Experience

- Degree in Engineering (Mechanical, Electrical, Manufacturing, or related discipline) is essential.
- 5+ years' experience leading large operations teams in heavy industry.
- Demonstrated leadership of automation, capex and process innovation projects.
- Lean/Six Sigma qualifications preferred.

How to Apply

Applications in the strictest of confidence to:

Brenda McStravick – Human Resources Manager

 GM@balcas.com

 www.balcas.com