

Hayward Tyler Ltd, Luton – Career Paths



**Ray McKenzie,
Cell Manager, Engineering**

“1st of August, the first day I stepped foot into the doors of Hayward Tyler knowing that I was now in a position to put my degree to practical use. I joined the business as a graduate manufacturing system engineer working alongside our Continuous Improvement Manager to apply continuous improvement throughout the business. The first few days were daunting because it was my first time in industry and I didn't know what to expect or what was expected of me. I was introduced to everyone in the business and advised how each individual's role was key in driving for success. The management team have been key in mentoring me through from initial familiarisation to understanding team dynamic.

In addition to being mentored from a work perspective, I also had mentors who would just discuss how I felt about my time with HTL and what challenges I experienced and how I may best tackle the issues to achieve a positive resolution. These one to one sessions were a great opportunity for me to seek guidance from a more experienced personnel point of view and how they would suggest dealing with an issue of the same magnitude. These one to one sessions provided the opportunity to discuss my future career plans and allowed me to identify what training would aid my development.

I believe that there is no limits to what I can achieve so therefore I can only motivate myself to reach my goals of becoming an Operations Manager, then Operations Director and eventually a General Manager.”