

## MEET SOME OF THE ENGINEERING TEAM



**JOHNNY POLLOCK**  
**CHIEF OPERATIONS OFFICER**  
Johnny, a Chartered Engineer, joined Balcas in 2007 after graduating from QUB with MEng in Mechanical & Manufacturing Engineering. Further study saw completion of a MBA with University of Ulster. Always keen to be hands on, he has worked in various engineering and management roles within the company. Johnny is currently Chief Operations Officer with responsibility for all sites and operations.



**MEAVE McCARTNEY**  
**CUSTOMER ENGINEERING MANAGER**  
Meave graduated in 2004 with a BEng (Hons) in Aeronautical Engineering and is nearing completion of her MBA. She joined Balcas in 2009 and now holds the post of Customer Engineering Manager, heading a team of engineers. She manages and coordinates the engineering provision for Balcas Energy, including the Industrial Heat Projects.



**SIMON ALLEN**  
**CAE MILL ASSISTANT MANAGER**  
After finishing his degree Simon successfully completed his Masters in Mechanical Engineering at QUB and is now a Chartered Engineer. Since his graduation Simon has been largely responsible for optimising yield and productivity in the CAE Mill. Driving continuous improvements in all areas of the business he is now Mill Assistant Manager.



**SEAN LACKEN**  
**ENERGY PLANT MANAGER - INVERGORDON**  
After completing an eight-month placement with Balcas Sean graduated from the University of Limerick with a degree in Wood Science and Technology. He returned to Balcas in July 2016 as a Trainee Production Manager before being promoted to Production Manager in our Invergordon Energy Plant where he is now Plant Manager.



**JONATHAN ROBINSON**  
**SECONDARY PROCESSING MANAGER**  
Jonathan graduated with a BSc in Technology with Design with DPP, joining Balcas in 2015. In 2018 he joined the Reman management team and was appointed as Secondary Processing Manager in January 2020, taking responsibility for all sawmill reprocessing operations, continuous improvement, health, safety and environmental compliance.



**GARY KETTLE**  
**ENERGY PLANT MANAGER - ENNISKILLEN**  
Gary graduated from UUU Summer 2015 with a BEng Hons in Mechanical Engineering with DPP. Gary started out as a graduate engineer, progressing to CHP Manager in 2019 and is now Energy Plant Manager, taking responsibility for all phases of plant operation.



**GERARD OWENS**  
**CUSTOMER ENGINEER**  
After finishing his bachelor degree Gerard successfully completed his Masters in Renewable Energy and Energy Management at UUU. Gerard is a member of Engineers Ireland and is currently working towards chartered status. As a Customer Engineer he provides technical support to the sales, customer support and operations team.



**JOHN OWENS**  
**REMANUFACTURING MANAGER**  
John joined Balcas as a Graduate Engineer in 2018 after completing BEng in Mechanical Engineering at QUB. First working as a trainee production manager; John has been heavily involved in driving continuous improvements in process, personnel and machinery and is part of the Robotics and Automation Group and was promoted to Remanufacturing Manager last year.



**AINE BUTLER**  
**CUSTOMER ENGINEER**  
Aine graduated with an MEng degree in Mechanical Engineering from Ulster University in 2019. She completed the graduate program in Balcas and is currently working in the customer engineering team dealing with technical and quality issues regarding pellets and working on Industrial Heat Projects across the highlands.



**AOIFE McALOON**  
**PROCESS ENGINEER**  
Graduated UUU with a BSc Hons in Technology & Design with DIS. Working in the Combined Heat & Power plant in Enniskillen, Aoife's focus on continuous improvement involves the identification and implementation of opportunities to improve productivity, efficiency, process control measures and safety.



**FRASER MacKENZIE**  
**PLANT ENGINEER**  
Fraser joined Balcas as a Graduate Engineer in 2020 after previous sawmill experience and completing a BEng and Masters in engineering at University. He recently took on the role of Plant Engineer where he leads energy projects across the Invergordon site and is also working towards becoming a Chartered Engineer.