

Role Description: Production Manager

Context

Areas of responsibility

- Bears entrepreneurial responsibility for the cost centre.
- Ensures compliance with laws and Krystal Technology's in-house rules and regulations.
- Performs corporate duties regarding environmental protection and occupational health and safety.
- Further develops his area of responsibility to make it a world class production area.
- Reports to the Head of Operations.
- Leads change management initiatives for the production area.

Tasks

- **Bears entrepreneurial responsibility for the assigned production area**
 - Thinks and acts entrepreneurially for the company's benefit in line with goals in the triad of: quality – on-time delivery – costs.
 - Is included by Head of Operations in budget planning and is responsible for the budget in the production area
 - Coordinates cooperation among all functions/individuals/resources involved throughout the process chain (supplier to customer) to ensure that production flows smoothly
 - Together with the Head of Operations they develop production goals and KPIs based on strategy and lead KPIs, and uses them to manage his area of responsibility
 - Monitors and coordinates structural changes to production facilities and processes, if relevant within the framework of the given change management process.
 - Together with the Team Leader he pays attention where personnel measures are needed (from training to labour law measures)
 - Covers for other Production Managers as required due to leave etc.
- **Ensures compliance with laws and Krystal Technology's in-house rules and regulations**
 - Complies with the relevant laws
 - Follows the Krystal Technology's code of conduct and compliance guidelines

- **Performs corporate duties regarding environmental protection and occupational health and safety**
 - Is responsible for compliance with environmental protection requirements.
 - Ensures compliance with operator responsibilities within his area, i.e., verifies compliance with official permits applicable to his facilities.
 - Is responsible for maintaining the health of his employees, as well as for compliance with the relevant laws (such as labor laws).
 - Ensures that workplaces are clean and safe, and that a high 5S level is achieved and maintained.

- **Further develops his or her area of responsibility to make it world-class**
 - Is a driver of Lean transformation, using Lean methods.
 - Establishes and models KPS (Krystal production System) in his area of responsibility.
 - Includes his employees in the continuous improvement process, if relevant within the framework of the given change management process.
 - Gives clear and understandable feedback and willingly accepts it when offered.
 - Coaches team leaders to independently come up with ideas and implement improvement measures.
 - Maintains constant dialog with team leaders and employees on the shop floor
 - Coordinates workforce planning and development based on order planning, using the department's skill matrix
 - Promotes and maintains good relationship with employees and other departments.
 - Works with employees on their personal development.
 - Sets goals and encourages employees to use their full potential.
 - Designs and further develops processes in his area of responsibility, oriented to the needs of external and internal customers.

This is a technical and managerial role.

Requirements

- Sound knowledge of EHS – IOSH Managing Safely or willing to complete.
- Degree qualified in one of the following disciplines: science, engineering, materials or manufacturing or work experience of equivalent technical roles.

- Lean manufacturing/six sigma knowledge.
- Experience in leading improvement workshops.
- Basic understanding of production planning and scheduling.
- Microsoft Office inc Teams, PP & Excel
- Excellent leadership, organisational, analytical, communication and interpersonal skills are essential, as is the willingness and flexibility to embrace and promote change necessary to meet the business needs