

General Information

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|------------------------|--------------------|---------------------|---------------|
| Job Title | Production Manager | Function | Manufacturing |
| Brand | deSter | Country | Belgium |
| Unit / Location | HGS | Date Created | Nov 2022 |
| Created By | Marc Van Doninck | Approved By | |

Job Summary:

The holder of this position is responsible for managing the **Production department** in the most economical and efficient way. This includes Injection Molding, Thermoforming, Extrusion and Assembling.

More detailed:

- Organizing the operator workforce and giving guidance to the shift leaders and operators
- Develop and improve the skills of the operators in cooperation with the engineering and maintenance department
- Coordination with the engineering and maintenance department to solve day-to-day issues
- Develop and build KPI tools to follow up on production efficiency (output, efficiency, OEE, Change-over time, scrap, quality)
- Manage the Production department on a day-to-day basis using KPI's
- Identify production wastes and eliminate (for example by Value Stream Mapping)

Lead continuous improvement and cost reduction projects with engineering and maintenance department

Main Duties and Responsibilities:

1. Leadership

- Leading the workforce of the Production department
- Organize and implement skill improvement of the Production operators
- Motivate, evaluate and empower the workforce. Use lean techniques to increase employee involvement. Leading the team by being a role model.
- In charge of major improvement projects within the Production department
- Efficient utilization of personnel and equipment
- Managing teams by using KPI's and use these data to report the performance to the management.

2. Work planning and preparation

- Close cooperation with the Work Planner and the production planning team to determine the optimal workforce related to production orders and machine output.

3. Business development and R&D

- Preparation of new samples for customers
- Testing and manufacturing sign-off of new raw materials
- Managing cost saving projects

4. Food safety

- Member of the BRC team and actively contribute to improvements
- Participating in the internal audit process
- Follow-up of BRC actions in the Production department and coordinate with engineering and/or maintenance when required.

5. Engineering and Maintenance

- Analysis of production results, based on KPI's
- Analysing and solving quality issues in cooperation with the quality department, maintenance and engineering
- Managing machine/automation issues between the Production department and engineering/maintenance.

- Organizing machine preventive and corrective maintenance, in cooperation with the maintenance department, when required.
 - Continuous improvement initiatives and cost reduction projects (in cooperation with engineering and maintenance)
- 6. Quality and SHE**
- Ensure product quality in close cooperation with the quality department
 - Improve overall quality assurance by continuous improvement
 - Support and/or lead 5S approach towards a clean and structured working place
 - Ensure personnel's safety and health in close cooperation with the SHE coordinator
- 7. Follow-up**
- Install and follow-up of procedures and standard work instructions
 - Budget control: personnel, maintenance and investments
- 8. Reporting**
- Reporting production results and KPI's
 - Reporting budget status (below – on target – exceeding)
- 9. Organizational structure**
- Installing a clear organizational team structure
 - Contribute to grow towards a working environment with empowered and skilled operators
- 10. Administratie**
- Yearly budgetting of personnel, maintenance and investment requirements
 - Close cooperation with HRD for any personnel related matters

Major Challenges

- Organize training and skill development for operators
- Motivating and empowering the workforce
- Develop and manage the right KPI indicators
- Managing continuous improvement projects, cost reduction projects
- Qualified to invest or spend money, within the allocated budget and the existing procedures, in order to reach the targets and meet the responsibilities
- Qualified to allow temporary deviation of the production recipe (in agreement with the quality department)

Qualifications

Education:

Technical education (Bachelor's degree or equivalent by experience)

Work Experience:

- Minimum 5 years management and leadership experience

Skills: (Certification, Licenses and Registration)

- Knowledge of production processes
- Affinity with technology and production processes
- Hands-on approach
- Diplomatic and people skills
- Clear communicator
- Analytical and fast decision making
- Creative, open to change and positive spirit
- Situational leadership

Language / Communication Skills:

- Excellent Dutch skills
- Advanced English skills

Job Dimensions

Geographic Responsibility:

Type of Employment: Full time

Travel %: Occasional short trips worldwide

Internal Relationships:

- Finance
- HR
- Engineering
- Maintenance
- Quality
- Product Management
- WarehouseCustomer Service

External Relationships:

- Suppliers

Organization Structure

Direct Line Manager (Title): Global Manufacturing Director

Number of Direct Reports:

Number of Dotted Line Reports: 0

Estimated Total Size of Team:

gategroup Competencies Required to be Successful in the Job:

- **Thinking** – Information Search and analysis & problem resolution skills
- **Engaging** – Understanding others, Team Leadership and Developing People
- **Inspiring** – Influencing and building relationships, Motivating and Inspiring, Communicating effectively
- **Achieving** – Delivering business results under pressure, Championing Performance Improvement and Customer Focus

Demonstrated Values to be Successful in the Position

Employees at gategroup are expected to live our Values of Excellence, Integrity, Passion and Accountability. To demonstrate these Values, we expect to observe the following from everyone:

- We treat each other with respect and we act with *integrity*

- We communicate and keep each other informed
- We put our heads together to problem solve and deliver **excellence** as a team
- We have **passion** for our work and we pay attention to the little details
- We foster an environment of **accountability**, take responsibility for our actions and learn from our mistakes
- We do what we say we will do, when we say we are going to do it
- We care about our coworkers, always taking an opportunity to make someone's day better

The above statements are intended to describe the general nature and level of the job being performed by the individual(s) assigned to this position. They are not intended to be an exhaustive list of all duties, responsibilities, and skills required. gategroup reserves the right to modify, add, or remove duties and to assign other duties as necessary. In addition, reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions of this position. Candidates may be required to go through pre-employment drug screen, criminal check and/or airport fingerprinting.

gategroup – an equal opportunity employer. We are committed to workforce diversity and actively encourage all qualified persons to seek employment with us, including, but not limited to, racial and ethnic minorities, women, veterans and persons with disabilities.