



Keeping the World Flowing
for Future Generations

Job Title: Factory Production Manager

Reports to: Plant Manager

Location: Leeds

Purpose of the Job:

Leadership, management and development of the Factory's Production Department to achieve business plan objectives. Responsible for on time manufacturing of high quality products through leadership of employees, planning and execution of work, measurement and development of employee performance and support of management strategies and policies. Maintain positive employee relations, facilitate employee training and ensure a safe working environment. Responsible for supporting implementation of Lean Manufacturing techniques, in line with the Rotork Lean Programme.

Key Responsibilities and Outcomes:

- Leadership, management and development of Production Team
- Full operational and budget responsibility for the department
- Effectively manage production order book, ensuring on time delivery of finished products in line with cost, quality and production schedule requirements.
- Develop and implement key performance indicators, in line with Group objectives, to drive business improvements across the site
- Support the deployment of Rotork Lean Programme (RLP) within the site, working cross functionally on site and across other locations.
- Drive operational efficiency and cost reduction projects designed to achieve site productivity and company profit targets through Rapid Improvement Events (RIEs)
- Lead the Tier Reporting Process across Production and report through to Plant level
- Establish key strategic activity required to develop the team in line with overall business objectives.
- Develop and implement significant improvements in department wide processes, procedures and systems.
- Implement standard operating procedures and robust skills control matrices across all areas of responsibility.
- Manage and lead staff in an efficient and flexible manner, ensuring all necessary training and development has been performed and necessary qualifications are in place.
- Mentor staff in an approachable and constructive manner.
- Support NPI projects working closely with other departments to ensure successful introduction into Production
- Health and Safety awareness will be amongst your main priorities, and Health and Safety guidelines should be actively adhered to and promoted.

This represents a brief outline of the role and is by no means exhaustive. The post-holder will be expected to undertake duties as appropriate to the position and level within the business

Qualifications & Technical knowledge:**Essential**

- Minimum 10 years' experience leading production within an operations environment, with demonstrated success
- Strong business acumen and leadership skills. Very results driven
- Experience operating MRP/ERP systems (D365 preferred)
- Experience utilising Lean Six Sigma techniques and methodology to improve operational performance
- Experience using a Tier Reporting process, both leading at a functional level and reporting to Senior Management
- Data driven approach with a proven track record in successful and sustainable business improvement
- Good ability to prioritise and organise tasks.
- Strong problem solving techniques
- Experience supporting NPI (New Product Introduction) projects
- Ability to work with staff at differing levels. A strong team player.
- Good understanding of ISO & OHSAS requirements
- Strong communication skills – very customer focused.
- Strong computer and data collection system literacy, analysis and presentation. Proven presentation skills, including use of common tools such as Microsoft Word, Excel, and PowerPoint.

Desirable

- University Degree in Engineering or Manufacturing related subject (preferred)
- Six Sigma Green Belt
- Experience working within a global multi-cultural organization.

Personal Specification:

- Results Driven – Maximizes effort to remove obstacles to achieve business results and establishes aggressive goals, both individual and team. Focuses efforts on both processes and results; conveys a strong sense of urgency driving issues to closure.
- Planning & Organizing – The ability to plan, prioritize, set objectives, and action plans to achieve results in a timely and cost effective manner. Plans and organizes work, coordinates with others, and establishes appropriate priorities. Demonstrates the ability to determine the appropriate sequence of activities for completing work. Prepares realistic estimates of the time needed for completing work.
- Execution – The ability to manage work and time to maximize productivity; problem solves effectively; acts decisively, demonstrating confidence, conviction, and sound judgment; manages resources to control costs and achieve objectives; maintains effectiveness in varying tasks, environments, and responsibilities.
- Analysis – Clearly defines complex issues despite incomplete information and recognizes key interrelationships and patterns among a variety of issues, processes and problems. Demonstrates the ability to identify the constituent parts of problems and is capable of presenting resolutions to problems and issues based on a solid understanding of the information and their interrelationships. Has the ability to detect flaws in reasoning.
- Continuous Improvement – Has demonstrated significant success in applying continuous improvement tools within operations and other functions. The ability to create and implement an improvement strategy which employs the principles of lean manufacturing including employee training and improvement targets.
- Communication – The ability to convey ideas and information (verbally and in writing) simply and convincingly. Speaks and writes clearly and concisely. Facilitates open discussion and utilizes communication methods appropriate to the situation. Expresses reactions and opinions without intimidating others.
- Leadership – The ability to motivate, develop, appraise, teach, counsel and delegate; which includes exhibiting and articulating management values and company goals. Exhibits confidence in self and others, inspires respect and trust, motivates others to perform well, and reacts well under pressure.

- Decision Making – The ability to reason and reach sound conclusions in a timely manner; which includes acting independently or seeking counsel and accepting responsibility for decisions made. Demonstrates the ability to apply a broad base of knowledge, information and deep expertise to address critical issues. Demonstrates the ability to consider all relevant issues when making decisions. Addresses issues critically and logically evaluating alternatives before making decisions. Makes decisions in a timely manner balancing analysis with decisiveness.
- Self-Development – Demonstrates an awareness of one's own capabilities and seeks opportunities to acquire new knowledge, skills and job responsibilities. Seeks opportunities to apply new skills to the job and accepts feedback on performance readily and in a positive manner.

Values:

We expect all colleagues at Rotork to role model our organisational values and associated behaviours.

STRONGER TOGETHER - we put people first, we collaborate, inspire and support each other to win as One Rotork.

We think as one team, support each other and achieve high performance together.

We're open and honest, welcoming diversity and difference.

We act responsibly in the best interests of Rotork.

ALWAYS INNOVATING - we're committed to continuous improvement, thinking differently and improving for the future.

We think differently and find smarter ways to be the best.

We strive for excellence and think Lean to continually improve.

We use our experience to solve problems, effectively and efficiently.

TRUSTED PARTNER - we're a responsible business proud of our customer focus. We put quality and service at our heart.

We put safety first and, as ethical and responsible citizens, consider the environment and communities we operate within.

We put customers at the heart of our thinking, understanding their needs and enabling their success.

We're easy to do business with and do what we say we'll do.