



JOB TITLE: Production Manager
LOCATION: Winnipeg, Manitoba
DIRECT REPORT: Kim Ball, Vice President Operations
DATE: March 21, 2023 **OPEN UNTIL:** Filled
APPLY TO: humanresources@plastifab.com

POSITION SUMMARY:

The Production Manager is responsible for all plant operations at the Blockmoulding plant, Winnipeg, Manitoba location as it pertains to the manufacturing of building materials produced in this facility. The Production Manager plays a critical role in leading plant operations, achieving plant safety, monitoring production efficiency, ensuring product quality, and overseeing the development of employees. It is critical for the Production Manager to develop, build and foster teamwork and a collaborative environment that appreciates and respects diversity.

The Production Manager has both strategic and operational responsibilities focusing on P&L, revenue growth in partnership with the sales team, health & safety, managing direct costs, managing overhead expenses, quality assurance, scheduling, logistics, environment, and supporting other groups such as engineering.

FUNCTIONAL RESPONSIBILITIES:

1. Lead all aspects of the plant's operations including employee relations; production, scheduling, inventory control and sanitation processes; maintenance practices and procedures as well as capital expenditures and asset management. Work closely with the Quality Assurance Manager and advise on ways to improve the overall quality management system of the plant.
2. Develop new ideas, plans, programs and initiatives for the improvement of plant operations and brings these items forward for consideration. Keep current on industry trends involving technology and manufacturing practices and techniques. Analyze these trends and incorporates best practices and procedures to ensure that the operation runs at an optimum level.
3. Oversee and provide effective solutions to difficult production scheduling and operational issues. Put in place business models to ensure that the plants have the right measures in place to be able to assess production and cost cutting improvements.
4. Lead the development of the annual operating and capital budgets for the plant and present this budget for approval and provide ongoing reports on the attainment of budget targets and any variances. Ensure processes are in place to maintain and deliver desired results.
5. Act as liaison between plant employees and other senior management. Bring forth employee concerns to the attention of the Senior Leadership Team for review and action.
6. Provide a safe and engaging environment for all employees. Ensure that all systems and processes adhere to proper workplace safety procedures.
7. Play a key role in the recruitment and retention of high caliber employees.
8. Delegate responsibilities to staff in a clear and effective manner. Assess employee performances on a regular basis and provide recommendations and action plans to address and improve any gaps.

SKILLS & KNOWLEDGE REQUIRED:

- A resilient and accomplished leader with 7-10 years of experience in operations or manufacturing production facility
- Superior leadership skills with the ability to motivate people and properly convey the Company's mission and vision to the team. He/she will have well-developed management skills with a proven track record of successfully coaching and developing employees. The Production Manager will be approachable with an open-door management style with excellent listening skills and compassion for understanding employee issues, concerns and ideas.
- A strategic and visionary thinker who can provide innovative ideas and recommendations towards the on-going improvement of the operation of the plant.
- Will have deep experience in the manufacturing environment with broad exposure to inventory control, production, scheduling, quality control, and Just- In-Time manufacturing techniques and practices. Strong planning, organizational and administrative skills. Has demonstrated an ability to handle difficult production scheduling problems. Technically oriented with a good mechanical background. Has developed and implemented preventive maintenance programs.
- Solid financial and technical understanding with a strong business acumen– budgeting (both operating and capital), general cost control, and pricing. Consistent track record of running profitable operations within defined budgets.
- Superior leader who is driven and motivated. Positive and enthusiastic attitude. Displays a high level of personal integrity at all times. Demonstrates the company's Values through leadership and personal behaviours.
- Collaborative team player who can establish productive relationships in an environment of trust and respect within multicultural work groups.
- Demonstrated commitment to, and successes in, Health & Safety.
- Proficient with Microsoft Office applications.

EDUCATIONAL QUALIFICATIONS:

- Engineering and/or business degree
- College diploma and/or 7-10 years' related manufacturing experience