

Manufacturing Engineering Manager – Job Description

Company: Home Accessibility Manufacturing

Function: Manufacturing Engineering

Reports to: Head of Manufacturing Operations

Purpose

Responsible for ensuring day-to-day manufacturing engineering capabilities optimise our end-to-end efficiency and meet the highest industry standards. Leading a team of experienced manufacturing engineers and ensuring milestone targets are met, through to project completion, focused on new product introduction (NPI) to meet the blueprint objectives.

Key Responsibilities

1. Day-to-day management and leadership of the manufacturing engineering team
2. Provide technical leadership and mentoring to ensure individual and team performance
3. Develop and implement metrics for Manufacturing Engineering objectives
4. Ensure the manufacturing engineering team collaborates with the engineering team from project ideation through to implementation, aligned to shared business objectives
5. Challenge where appropriate engineering decisions that could have an impact on the way the product is manufactured
6. Ensure products are designed with Design Failure Mode (DFM) at the forefront for project success
7. Motivate the team to meet deadlines using effective change and project management methodology
8. Use Process Failure Mode and Effects Analysis (PFMEA) analytical tool to evaluate and identify potential failures related to operational processes
9. Demonstrate a methodical approach to identifying risks on process changes
10. Communicate with the technical team, Senior Management team and other key stakeholders on a day-to-day basis
11. Ensure well-governed project plans by developing strong working relationships with the project management team
12. Apply a holistic approach towards lean principles and practices, team structures, visualization, and technologies along with value stream mapping

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This list is not exhaustive and the jobholder will be expected to undertake any duties within their capacity to meet the needs of the business and/or the Manufacturing engineering function.

Skills and Experience

- Significant manufacturing engineering industry experience
- Superb people management skills
- Demonstrated track record of delivering technical engineering projects and program execution
- Good level of change and project management skillset
- Experience of Industry 4.0 methodologies
- Strong collaboration skills to liaise with all areas of the business
- Excellent communication skills with the ability to interact at all levels and with different departments
- Precision and attention to detail
- Ability to plan, prioritise and organise workloads
- Capable of interpreting and reporting data
- Proven ability to articulate the importance of deadlines whilst ensuring the team is motivated to achieve them
- Ability to foster trust between team members.
- Ability to challenge decisions constructively with business and technical rationale
- Ability to influence and work coherently with other teams and departments
- Background of working with Safety-critical products and methodology
- Commercial awareness

Personal Attributes and Behaviours

- Assertive and confident communication style with the ability to listen to others
- Willingness to challenge legacy processes
- A tangible thinker who can see opportunity when working within fixed constraints
- A pragmatic decision-maker who is confident in the decisions they make
- Has an approach to instil a level of confidence in the team, to ensure togetherness when working towards key deadlines
- Ability to gain the respect of others
- ✓ Operates with a team-first approach and attitude
- ✓ Confident in managing difficult situations
- ✓ Ability to set expectations
- ✓ Leads by example.
- ✓ Positive leadership outlook and approach
- ✓ Willingness to go to the place to understand the situation

Managerial and Supervisory Responsibility

- Responsible for four direct reports
- Responsible for the department budget

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Relationships

Internal

The jobholder will be expected to maintain close and effective personal working relationships at all levels of the organisation. The communication skills required include the ability to communicate technical complex and sensitive information.

External

External agencies including suppliers and customers.

Education and Qualifications

- Degree in an Engineering discipline (BEng or BSc) or equivalent
- Significant number of years of manufacturing industry experience
- Lean methodology – Kaizen or Six Sigma methodology
- Process Failure Mode and Effects Analysis (PFMEA)