Job Title	Production Manager (BTR)
Reporting to	General Manager Operations
Direct Reports	Up to 5
Scope of the role	The Production Manager is responsible for all the manufacturing related activities in the Bremsen Technik Reman business. This includes planning, coordinating, and controlling all the steps in the production and remanufacturing process to make sure products are delivered on time in full, within quality specification and within budget.

Purpose

Using knowledge of production procedures, decision making and problem solving skills, the production manager effectively leads personnel to achieve maximum performance, enabling the achievement of company goals and targets.

Key Accountabilities

- Organise and oversee the remanufacturing of commercial vehicle braking components with the ultimate responsibility for the smooth running of all production lines, the quality of output and the costs associated with the product and facility.
- Oversee and implement manufacturing and production processes, working to agreed standards and budgets.
- Responsible for accurate collection, reporting and improvement of the plant operational KPI's (Forecasts v actuals): production rate readiness, Margin improvement; Recovery time and cost (effective production time v total time); Employee/Production efficiency (productive time v employee availability)
- Create and execute daily, weekly and monthly production schedules working with Customer Services, Warehouse and Production colleagues to prioritise and maximise build capability to meet customer demand.
- Monitor productivity rates, work standards and quality controls to achieve high levels of production to meet and exceed company goals, targets and expectations.
- Implement and reinforce appropriate operational procedures and policies.
- Conduct root cause analysis in areas of concern and provide solutions (or combination of solutions) to develop actions plans for implementation as a corrective action.
- Liaise with relevant departments to ensure the facility operates within a controlled, health, safety and environmentally compliant structure. Develop, embed and maintain hygienic and safe working conditions and practices.
- Lead, motivate and develop the Production team, organising interventions for improvement, training and development where required.
- Contribute to team training and development, maintaining training records and a cross functional training matrix.

- Create and maintain a fit for purpose model to identify the labour and overheads required to deliver the plan in full and build all costs into the budget model.
- Work with senior management and Finance to assist in budget preparation for implementation of new processes, new/replacement equipment and capital expenditure required to maintain an efficient workflow.
- Work with the maintenance technician to deliver corrective, preventive, risk-based and condition-based maintenance, procuring new production equipment where necessary and the execution of a planned preventative maintenance programme ensuring all equipment, machinery, fixtures and fittings are operating effectively and efficiently.
- Devise and implement change management programmes to continually improve processes and working environment.
- Assist where necessary with other departments within BTR and BTUK in maintaining ISO:9001 and ISO:14001 standards and guidelines.

Qualifications

- Essential – IOSH accreditation or Health and Safety at work certification
- Essential – Diploma (level 5) qualification in an engineering or technical subject
- Desirable – Lean 6σ Green or Black belt accreditation or Kaizen certifications
- Desirable – Management or leadership qualification

Technical Skills/Experience

- Have a substantial understanding and proven knowledge and experience of production manufacturing processes and techniques preferably in the remanufacturing of commercial vehicle components.
- Proven knowledge of business, finance and management principles along with process improvement techniques.
- Lean Six Sigma experience and proven ability in running successful projects.
- Proven experience in running complex business operations in a manufacturing setting.
- Proficient IT skills being confident in the use of Excel, Word and Microsoft Teams with the ability to learn new applications where required.
- The ability to evaluate performance results, a good analyser of data and confident decision maker.
- Proven leadership ability in all aspects of recruiting and developing high performing teams, performance management and communication.

Key Competencies

- Takes initiative and accountability for own actions to proactively deliver what is required.
- Demonstrates flexibility and adaptability to change and the ability to effectively communicate and support the BTR departments with business changes.
- Identifies and commits to development goals for self and team, identifying areas for continuous improvement.
- Demonstrates strong communication skills with the confidence to effectively interact with internal and external stakeholders across the business.
- Maintains a positive attitude and a strong sense of opportunity during times of change and turbulence.
- When faced with ambiguity, finds solutions and ways to move forward.
- Assess problems and analyse the options to find solutions.
- Proven ability to consistently meet deadlines and deliver under pressure.
- Demonstrates critical thinking and ability to analyse and challenge information.
- Demonstrates organisation and prioritisation skills in managing and delegating volume and variety of work.