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| **JOB OVERVIEW** |
| **JOB TITLE** | **Production Improvement Manager** |
| **HEADCOUNT REFERENCE NO** |  | **LOCATION** | **Gaydon**  |
| **ORG LEVEL 1** | **Gaydon Manufacturing** | **GRADE** | **M** |
| **ORG LEVEL 2** | **n/a** | **STANDARD WORKING HOURS** | **39 – Mon-Thurs 06:30 to 15:30, Fri 06:30 to 11:30** |
| **ORG LEVEL 3** | **N/a** | **REPORTS TO** | **Senior Manager, Manufacturing** |
| **POSITION DETAILS** |
| **DEPARTMENT OVERVIEW** | Production are responsible for delivering the production schedule safely, on-time and within budgetary constraints. |
| **JOB PURPOSE** | The Process Improvement Manager is a key role within the Production team who works alongside the leadership to deliver continuous improvement and the achievement of operational excellence. The fundamental responsibility of the position is to deliver and maintain the Aston Martin Lagonda (AML) Quality Operating System. |
| **KEY DUTIES AND RESPONSIBILITIES** | * Creation and ownership of the St Athan Quality operating procedure.
* Lead VOC analysis, this may come from Market, Internal audits or Inspection.
* Complex data analysis.
* Production face for MBO systems, FLAGS, EASE etc.
* Drive warranty / audit / inspection improvement throughout plant & key liaison point with Company Quality.
* Champion Value Stream Groups. Leading teams to containment and root cause analysis.
* Actively support and develop standardised work processes to ensure compliance.
* Analyse data from VPC and together with team of technicians, design and manage inspection procedures and rework methods to protect EPDR and Warranty.
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| **MANAGEMENT BREADTH** | This position may hold some direct line reports, also, the incumbent will be required to lead cross functional teams in some work activities, such as problem solving.  |
| **RELATIONSHIPS** | Key relationships include: Plant Director, Production management team, Quality, Launch, Manufacturing Engineering, Supply Chain, R&D, Maintenance and HR |
| **BUDGETARY ACCOUNTABILITY**  | NA |
| **PROBLEM SOLVING & ACCOUNTABILITY** | Daily management of production concerns and challenges require a high degree of problem-solving ability. Leading teams through varying degrees of complexity in problem solving. Coaching problem solving. |
| **CONSTRAINTS** | Adherence to all legal and regulatory compliance in relation to the vehicle standards and HR policies and procedures. |
| **CAREER PROGRESSION OPPORTUNIES** | Plant Quality SM, Manufacturing SM |
| **ADDITIONAL REQUIREMENTS** | Travel maybe required in line with business needs.  |
| **DISCLAIMER** | The above list of job duties is not exclusive or exhaustive and the post holder will be required to undertake such tasks as may reasonably be expected within the scope and grading of the post. |
| **EXPERIENCE & QUALIFICATIONS** |
| **ESSENTIAL EXPERIENCE**  | * 3 Years in automotive environment.
* Proven experience in manufacturing and Quality
* Problem Solving
* Team Leadership.
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| **PREFERRED EXPERIENCE**  | * Lean six sigma
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| **ESSENTIAL EDUCATION / QUALIFICATIONS** | A formal qualification in either engineering or manufacturing, or an equivalent level of practical experience. |
| **PREFERRED EDUCATION / QUALIFICATIONS** | NA |
| **REQUIRED SKILLS / BEHAVIOURS** | This role requires a resilient leader who can motivate and lead a team to deliver quality products, safely and on time Works effectively with others to achieve goalsBuilds constructive and positive relationships, is aware of others needs and uses this to work together well.Able to adapt and flex approach in order to achieve a common goalCommunicates effectively both verbally and in writing. Understands the need to adjust communication and message to suit the relevant audienceAble to persuade and influence othersTakes ownership of company objectives and goals and shows accountability for positive outcomesAble to manage pressure and setbacks with minimum disruption to morale and tasks.Seeks to continuously improve systems and processes and takes responsibility for implementing improvementsIs able to self-reflect and adapt to change and continuous improvements |
| **PHYSICAL REQUIREMENTS** | NA |
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| **REVIEWED BY: NAME & TITLE** |   | **DATE APPROVED** |   |
| **DATE REVIEWED** |   |