



Job title	<i>Manufacturing Manager</i>
Reports to	<i>Operations Manager</i>

Manufacturing Manager Position Summary

The Manufacturing Manager is responsible for the successful operations of the plant which include; general supervision of all phases of production, quality control, equipment maintenance, procurement, receiving and shipping. Responsibilities also include recruiting, hiring, training of personnel and facility/physical plant up-keep.

Manufacturing Manager Duties and Responsibilities

- Works closely with quality control personnel to review product consistency and appearance to produce products that meet or exceed company standards and consumer expectations.
- Monitor and improve production yields to determine trends and areas of improvement.
- All improvements must meet company quality expectations.
- Meet or exceed production variance goals.
- Monitor operation and maintenance expenses and research ways to reduce cost while maintaining product quality and prevent downtime.
- Meet or exceed inventory adjustment and product scrap budget.
- Maintain fill rate and target on time shipment of 100%. Control and improve the flow of production while maintaining product quality.
- Work with Quality Assurance Manager to schedule human and equipment resources to achieve compliance on sanitation logs and environmental testing program.
- Remove production constraints; allocate human and equipment resources and direct production employees to attain all established goals.
- Review and make recommendations for changes in industrial engineering (plant process and workflow) for the facility, as directed by the Operations Manager, on a project basis.
- Remove waste and constraints from the production process to improve efficiencies and enhance productivity.
- Monitor manufacturing expenditures and reports variances to the Operations Manager on a monthly basis. Responsible for gross margin percentages.
- Coordinate the hiring and the training of all manufacturing personnel
- Analyze workforce requirements.

- Manage direct reports and their activities. This includes overall performance management; training and development; analyzing and resolving work problems; and discipline. Lead team to achieve goals; promote and demonstrate effective communication and positive culture, etc.
- Conduct performance appraisals and provide coaching and guidance to all operations employees.
- Work closely with production team to ensure all members of the manufacturing team are aware of safety policies to provide a safe workplace.
- Maintain a positive working relationship with regulatory agencies
- Maintain and support a superior safety and housekeeping program, including all timely communication initiatives.
- Maintain physical security and access points to maintain a safe and secure work environment.
- Implements projects as assigned by Operations Manager and performs other job-related duties as assigned or as needed.
- Act, live, and behave by HIC core values.

Disclaimer

The above statements are intended to describe the general nature and level of work being performed by people assigned to this classification. They are not to be construed as an exhaustive list of all responsibilities, duties, and skills required of personnel so classified. All personnel may be required to perform duties outside of their normal responsibilities from time to time, as needed.

Manufacturing Manager Qualifications

- 10 years of progressive experience in a key leadership/management role at a manufacturing facility.
- Bachelors level degree in Engineering or another related field.
- Strong computer skills including the ability to prepare spreadsheets and use Microsoft Office Products (Word, Excel, Power Point and/or Access) to analyze data trends.
- Strong hands-on user of MRP/ERP software systems and maintenance systems.
- Previous experience/best practices implementing and using continuous improvement/lean tools such as; Six Sigma, 5-S, Lean Manufacturing, and Transactional Lean to drive improvement.
- Previous experience/strong understanding of budgeting/expense management with basic understanding of financial accounting practices.
- The ability to develop and execute plant manufacturing budgets.
Previous experience/broad understanding of safety systems and implementation of safety rules and policies.

Manufacturing Manager Skills

- Ability to provide leadership for the successful day-to-day operation of the facility.
- Demonstrated strong team building and advanced coaching skills.
- Encourage and promote operating in a continuous improvement environment.
- Demonstrated understanding of the principles and applications associated with manufacturing operations, maintenance and engineering.
- Excellent planning and organizational skills, with the ability to balance production and maintenance needs.
- Excellent interpersonal communication and listening ability.
- A strong ability to be adaptable and flexible.
- Strong analytical and decision-making skills.

Benefits

- 401K
- Vacation
- Insurance (Health, Dental Vision)
- Bonus Plan
- Partial Gym Membership

Why Hudsonville?

We take pride in offering benefits that are competitive. Here at Hudsonville we offer a first-class work environment with a real family feel to it. We appreciate our employee's hard work, dedication, and passion. That is why we provide a comprehensive set of benefits and options designed to fit our employee's needs. We also value continuous learning and offer many opportunities for off-site training.
