

Plant Head – Aluminum Extrusion

Roles & Responsibilities:

A. List of Role:

- To manage the overall operation of the plant, including supporting its infrastructure and effectively maintaining its equipment's in line with Annual Operational Budget.
- This is quite a technical role as you will be required to support the Engineering, Planning, Maintenance and Architecture functions within the plant.
- This Post will have 8-9 direct reports which have a team of 450 employees.
- Plan and direct all the resources available in the operations to assure that production goals and targets are met.
- Formulate and meet annual budgets.
- Prepare and present the annual Business Plan along with the budget to the Board.
- Manage health, safety and environmental areas to ensure that the plant facilities operate in compliance with regulations at all levels.
- Initiate plans and processes which minimize manufacturing costs through effective utilization of manpower, equipment, facilities, material and capital.
- Assure attainment of business objectives and production schedules while ensuring product standards that will exceed our customers' expectations.
- Establish group/ team and individual accountabilities (KPIs) throughout assigned departments for problem solving and cost reduction, both on a permanent and ad-hoc basis, depending on need.
- Direct engineering consultants, main contractors and international suppliers from design through to construction, erection, installation and commissioning ensuring deliverables meet agreed specifications.
- Read technical drawings, schematics and approve design - participate in engineering reviews with design consultants and suppliers.
- Coordinating with local and international suppliers to develop specifications, review technical proposals and aid in selecting right equipment and solution providers for the plant.
- Provide analysis of options in the program in case of changes or unexpected developments (risk management and risk mitigation).

B. List of responsibilities:

- Responsible for plant production goals and for the coordination of plant operations within company policies and procedures.
- Improve the operational systems, processes, and policies in support of organizational goals
- Specifically, support better management reporting, information flow and management, business process and organizational planning.

- Manage and increase the effectiveness and efficiency of Support Services (HR, IT and Finance), through improvements to each function as well as coordination and communication between support and business functions.

- Play a significant role in long-term planning, including an initiative geared toward operational excellence.
- Oversee overall financial management, planning, systems and controls.
- Management of location budget in coordination with Regional Controller.
- Maintain a clean, safe, and environmentally compliant plant.
- Establish and maintain a positive community relationship.
- Ability to interact and engage with customers during onsite and customer location visits and meetings.
- Develop a well-trained and motivated Leadership Team.
- Confer with department heads to ensure coordination of purchasing, production, and shipping.
- Schedule and conduct plant meetings, and the ability to make presentations to large groups of individuals.
- Drive initiatives in the management team and organizationally that contribute to long-term operational excellence.
- reports and recommendations.
- Perform evaluation of multiple factors and suggest trade-offs or compromises in resolving complex problems where analysis of situations or data requires an in-depth engineering understanding.
- Check tolerance of system design, manufacturing specifications, foot prints, loading and transfer design to main contractors through liaising with external consultants and suppliers.
- Prepare purchase requisitions by supplying BOMs, drawings and technical specification to the Procurement department.
- Review contractors time schedule with planning engineer, assist in activity sequencing, resource allocation and advise the Project Manager of critical activities in the design, erection, installation and commissioning schedule.
- Record proposed changes, variation orders and analyse claim status from suppliers, design consultants and main contractors.
- Visit local and international suppliers to participate in design reviews, review reports and supply reports as required.
- Direct along with Civil Engineer in surveying to layout installations and establish reference points, gradients and elevations to guide construction.
- Liaison with consultants and suppliers to prepare method statements, erection, installation, commissioning, maintenance and operation manuals.
- Once the plant is in operation, prepare operating procedures, provide maintenance support and resolve system malfunctions, creating and communicating snagging lists with firm proposals for resolution

C. Main targets of position and KPI's:

- Develops manufacturing operating plans in accordance with company policies, goals and objectives. Assessing process capability, improving process control and instilling a culture of accountability will be a primary goal for this position.
- Delivers determined financial objectives by reaffirming existing production goals or setting new goals then leading the team to achieve these goals.
- Champions a close alignment between the plant and the sales organization to optimize the product mix according to the available capacity by flow path.

- Delivers operational excellence through optimizing capacities, total cost effectiveness and value to the customer base. Ensures operation plans achieve targeted cost and efficiency results that maximize value for the business unit.
- Drive EHS & housekeeping (5S) culture and accountability into daily operations and ensure all EHS requirements are met in keeping with the company's proud legacy of attention to safety and welfare of our employees and the environment. Leading and lagging indicators need to be managed and linked to actions that will reduce risk in the workplace. Optimizes capital expenditures to sustain operations, drive EHS value, and deliver growth products
- Executes plans for quality and process excellence that ensures consistent quality assurance and process excellence procedures, controls and feedback.
- Ensures high level of employee engagement, people development plans and capable succession plans are in place.
- Lead and manage APQP (Advanced Quality Planning Processes).

Qualification & Knowledge:

- The candidate will have a minimum of 12 years work experience in the design and construction of heavy industry preferably Aluminum Extrusion process industry.
- The successful candidate must hold a technical university degree (Mechanical/ Industrial Engineering degree)
- Experience in areas including production, Distribution, Planning, Purchasing Quality, Engineering, Compliance and Capital Management.
- Knowledge of ISO procedures and policies - ISO 9001, ISO 14001, Automotive ISO TS-16949.
- Excellent knowledge of Health & Safety Issues and their applications, OSHAS 18001.
- Proficiency in Market Segments, Business strategies, financial matters to prepare budgets/ projections.

Skills

- Clear understanding of Extrusion process (Aluminum).
- Mechanical aptitude
- Team Leadership
- Production Management