



## **Production Manager**

The Production Manager is responsible for all manufacturing operations and personnel. This role requires an experienced manager with exceptional leadership skills, and both technical experience and soft skills. We seek someone with a collaborative management style, who can facilitate teamwork, troubleshoot and problem solve in a constructive manner.

The Production Manager should have experience in manufacturing, and an understanding of the metal stamping industry (experience strongly preferred). Scandic values training and growth from within, and as such has a very low employee turnover. We seek a leader who can first build trust with our team, then bring best practices and outside experience to our operations.

### **Position Purpose**

“Hands on” management position, with day-to-day responsibility for all production related personnel and operations on the shop floor.

### **Essential Job Functions**

#### **Production:**

- Supervise all manufacturing processes and practices, ensuring parts are made correctly and shipped on time.
- Work proactively with the Quality Manager to prevent nonconformances, resolve rejections and address trends and emerging issues.
- Schedule production jobs, ensuring they are on time and completed under budget

#### **People Management**

- Daily management and supervision of all production personnel
- Manage staff training, performance and discipline.
- Resolve conflict with a positive outlook, facilitate problem resolution to keep production going
- Monitor employee development, identify training needs, and give recognition.
- Conduct performance reviews
- Assist company President and HR staff with investigations and discussions regarding employee issues
- Hire and terminate employees, with input from other leadership when needed

#### **Continuous Improvement**

- Review existing operations, identify areas of improvement, and propose solutions
- Cultivate a culture that promotes continuous improvement, safety, encourages experimentation and celebrates both failures and successes
- Review production jobs for efficiency and profitability
- Identify, recommend and implement ways to improve productivity, reduce cost and scrap
- Propose new work cell and shop floor layouts as needed

- Consult with owners about equipment purchases, adding additional capabilities
- Have a willingness to learn new things, through professional development

#### Quoting

- Review drawings for manufacturability
- Design process flows for new parts
- Work with Sales, Materials Manager and Tool and Die dept to build quotes with details from production (run speeds, handling, set up times, tooling approach and costs).

#### Direct Reports

- Department Leads of the four production areas: Fourslide Stamping, Punch Press, Coiling, Secondary/Assembly
- Tool and Die dept lead
- Facilities Manager
- Logistics Manager

#### Experience

- Experience in metal stamping preferred
- 10 years of demonstrated successful manufacturing workforce management
- Track record of building and leading cohesive, high performing teams
- Proven ability to problem solve and troubleshoot obstacles in production
- Ability to communicate technical details strategically and effectively across departments, job classifications, and cultures
- Fluency in utilizing ERP software to drive business improvements: scheduling, lot control, workflows, value stream mapping, inventory reduction, etc.
- Fluency in Spanish and/or Tagalog a bonus, not required
- Willing to work a flexible schedule as needed.
  - Production runs 4am-2am, Scandic's office is open 7am-4am. This position is not required to be onsite at 4am but should be willing and available if needed.

#### Scandic Benefits Include

- Company-paid health insurance for employee and dependents
  - Kaiser medical insurance
  - Dental insurance
  - 401(k) with employer matching
- Paid vacation and sick days, 10 paid holidays.
- 100% tuition reimbursement for college, trade school, or certificate programs

#### Contact Scandic Vice President, Andrea Foote

- Email [afote@scandic.com](mailto:afote@scandic.com), use subject line "Production Manager Job - <insert your name>" please attach resume in pdf format.