

Extraordinary people. Exciting possibilities. Your success is what's next at Scott Group Studio. In our highly competitive world there's one thing that sets a company apart – its talent. At Scott Group Studio our employees bring their expertise, enthusiasm, and creativity to work every day. We're committed to making Scott Group Studio a great place to work. A place you can be proud to be a part of, where your talents are embraced and your efforts are encouraged and supported. If you are a person that "puts people first", "see it and solves it", "does the right thing" and "pursues excellence", discover how you can be a part of what's next.

To help us continue our growth, we are seeking an experienced Production Manager to join our rapidly expanding organization. The Production Manager reports to Director of Operations. As a member of the operations leadership team you will work to strategize, plan, and develop both short and long-term objectives to drive safety, quality, productivity and meet business goals. As the ideal candidate, you have proven operations management experience in a highly dynamic, rapidly evolving marketplace.

This position requires an energetic, service oriented individual responsible for applying business knowledge and operational expertise. He or she is responsible for providing the leadership and management necessary to ensure that the company has the proper operational controls, processes, workflows and systems required to meet our ambitious growth plans. This position is designed for an individual who enjoys the servicing employees, tactical involvement and strategic planning in developing the operations processes and systems necessary for rapid growth, as well as the integration and execution of these plans.

ESSENTIAL FUNCTIONS

- LEADERSHIP:
 - Work in tandem with operations management team in the development of performance goals and long-term operational plans.
 - Demonstrate leadership, creativity, critical thinking, business understanding, communication, and organizational skills in accordance with the core values of Scott Group Studio.
- LMA (Lead, Manage and hold Accountable):
 - Provide outstanding leadership to team members, including opportunities for coaching and development to maximise entry level management talent. Delegate and elevate team members to drive growth and success. Create clear accountabilities and ownership for team members and assure such accountability.
- QUALITY:
 - Ensure that the highest quality standards are maintained while continuously improving all aspects of the quality of the product.
- PRODUCTION SCHEDULING/SHIPPING:
 - Responsible for creating the operational systems, workflows, and processes to drive the company to achieve and surpass business goals and objectives, while maintaining customer and employee satisfaction.

- SAFETY:
 - Ensure that equipment, processes and training are in place to eliminate workplace hazards and to comply with applicable safety and health laws and regulations
- PROCESS IMPROVEMENT LEAN:
 - Follow through continuous improvement programs intended to identify waste and support business growth and scalability.
 - Set strategic goals for operational efficiency and increased productivity; maximize throughput, efficiency, lead-times and productivity through extensive process analysis and interdepartmental collaboration.

DUTIES

- Lead, direct and monitor aspect of production in our Scott Group Studio manufacturing with strong cross-functional relationships.
- Develop and manage Key Performance Indicators (KPIs) and lead improvement in safety, quality, productivity and cost performance for those departments directly supervised by encouraging and supporting employee ideas for improvement. Analyze data to assess performance and lead/propose/implement process improvements.
- Drive continuous improvement to optimize operations, processes, procedures and improve productivity lead times and capacity to meet and exceed business objectives; works on strategic projects that have operations and company wide impact.
- Ensure positive employee relations by providing coaching and development, and resolving issues through problem solving. Responsible for making employment decisions and for performance management. Propose changes to process, staffing and equipment to meet productivity and capacity objectives.
- Lead/Initiate cost savings and process improvements to achieve positive results in operations and continuously improve.
- Respond appropriately to emergency situations, and ensure prompt and effective reporting, root cause analysis and follow up actions in response to incidents.

REQUIREMENTS

- Bachelor's Degree in Engineering or Operations Management or Business Equivalency
- Minimum of 10+ years in a manufacturing
- Minimum of 5+ Years of Management / Leadership Experience
- Strong Decision Making and Problem Solving Skills
- Strong Communication Skills Both Verbal and Written
- Led and Practiced Lean Manufacturing activities preferred

We are an equal opportunity employer and value diversity at our company. We do not discriminate on the basis of race, religion, color, national origin, gender, sexual orientation, age, marital status, veteran status, or disability status.