Plant Manager

Location: Guangzhou  
Sector: Construction & Infrastructure  
Starting date: ASAP  
Job Reference: CDS-2023-021

ABOUT THE COMPANY
Our client is a leading manufacturer and distributor of engineered construction products for the building and civil industries. Looking for a Plant Operations Manager who can, while following Group guidelines, direct and manage all plant operations with overall responsibilities for production, maintenance, EHS, quality, engineering, and other production-related activities.

RESPONSIBILITIES
• Direct and manage plant operations for production, maintenance, EHS, quality, engineering, AFS, cost and inventories.
• Coordinate plant activities through the planning with departmental managers to ensure the total manufacturing objectives are accomplished in a timely and cost-effective manner.
• Develop and budget total plant cost and individual product unit cost.
• Implement cost effective systems of control over capital, operating expenditures, manpower, wages and salaries.
• Manages capital asset maintenance.
• Monitor processes, operation expenses and research ways to cut waste, improve efficiencies and enhance productivity while maintaining product quality.
• Lead product improvement personnel to develop products.
• Maintain all operational modules (bill of material, routes, standard cost....) in ERP.
• Maintain efficient Inventory levels to meet daily productions needs and cost requirements.
• Maintain existing plant facilities and equipment; replace or adjust plant facilities and equipment when necessary.
• Implements and maintains preventative maintenance programs.
• Coordinate China AFS through the planning including HK activities and ensure the production availability of on-site equipment.
• Provide leadership and training to accomplish the group goals and objectives.
• Motivate Employees to maintain production and quality levels by establishing measures of tracking performance and setting individual employee and team goals.

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• Conduct performance appraisals and provide coaching and guidance to all manufacturing employees ensuring all policies and procedures are being followed.
• Incorporates shop floor organization and plant cleanliness among plant personnel.
• Manage Quality Assurance personnel to review product consistency in order to determine areas of improvement.
• Budget planning and management = to identify the appropriate budgeting strategy for the applicable situation.
• To plan and monitor annual budgets of his/her organization based on information on prior year(s) spending, projected funding/resource needs (i.e., salaries/benefits; investment operating and other expenses) and budget priorities.
• Strategy planning = To identify possible risks and conducts periodic review of activities to ensure work in compliance with risks. To develops solutions to mitigate risk and maximize value by using risk management methods, models, and tools.
• 5S = to lead 5S activities.
• Cost control = To make sure products are produced within the standard costs, analyze differences, identify issues and way of improvement.
• Analyzing production data = to analyze production data such as machine output, productivity, tool life....
• Material management = To control material flow, WIP level.
• Capacity planning = to plan and compare capacity available to the production demand over the next months in order to adjust production resources, supply chain and delivery plan.
• Project management = to manage project execution to ensure adherence to budget, schedule, and scope including execution and communication to project team and steering committee.
• Pricing = To set up prices in a competitive manner based on the market/project/product price
• Distribution requirements planning = to compare capacity available to the production demand over the next months in order to adjust delivery plan.
• Inventory Management = to manage activities related to strategic or material requirements planning, inventory control, warehousing, or receiving, to analyze inventories to determine how to increase inventory turns, reduce waste, or optimize customer service.
• Technical negotiation skills = to demonstrate skill in effective communicating, problem solving, and negotiating with a focus on party interests.

REQUIREMENTS

• Bachelor’s degree or above in related field and ten years plant management experience in a manufacturing environment with sufficient general management experience.
• At least 5 years in plant management.
• Significant experience in project management.
• Ability to understand technical drawings.
• Understanding of common manufacturing techniques.
• English speaking and understanding = To speak and understand business English applied to company working situations following job descriptions.

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- English writing and reading = To write and read business English for emails, reports, presentations applied to company working situations following job descriptions.
- Chinese speaking = To speak and understand Chinese applied to communication within company working situations.
- General computer skills = To use Outlook, Word, PowerPoint, Excel, intranet, internet depending on the needs and at the level needed for the work application (kinds of documents produced and speed of the work).
- ERP competencies (AX) = To use the system to properly manage and control Sales, Planning, Production and Account/Finance.
- Communication Proficiency
- Decision Making
- Managing Performance
- Problem Solving / Analysis
- Business Acumen
- Cost Management

APPLICATION
Please send your resume and your motivation letter to: sc-recruitment@ccifc.org

Mail subject: Your name | Plant Manager - Guangzhou [CDS-2023-021]