



<b>Job Title (Vidrala Group)</b>	Capacity Planning Manager
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<b>Organisational Unit</b>	Encirc
<b>Business Unit</b>	Planning
<b>Reporting to (Hierarchical)</b>	S&OP Manager
<b>Reporting to (Functional)</b>	S&OP Manager

### Main Purpose of Role

As the Capacity Planning Manager, you will take ownership of ensuring uninterrupted production supply across our glass manufacturing and beverage filling operations. You will be accountable for translating demand forecasts into actionable plans, aligning plant capacity with operational constraints, and managing furnace campaigns to optimise throughput and minimize inventory costs. As a key member of the S&OP process, you will provide strategic insights on capacity, production risks, and supply performance, ensuring alignment between supply, demand, and business priorities.

This is a highly visible role where your decisions directly impact customer service, operational efficiency, and business performance. You will proactively identify bottlenecks, implement solutions, and drive continuous improvement initiatives, while fostering a high-performance, accountable culture within the planning team. Success in this role means no supply gaps, optimized capacity utilization, smooth furnace campaigns, and a well-aligned, results-focused S&OP process that supports the company's growth objectives.

### Key Accountabilities

- Own the end-to-end production supply process, ensuring all glass manufacturing and beverage filling meet demand forecasts while maintaining desired inventory.
- Align operational capacity with demand, proactively identifying and resolving constraints to maximise utilisation and minimize cost
- Plan, schedule, and manage furnace colour campaigns, ensuring alignment with business strategy.
- Participate as a key member of the S&OP process, providing accurate capacity and supply insights, and driving alignment between supply, demand, and business priorities.
- Continuously track production metrics, anticipate supply risks, and implement timely corrective actions to prevent disruptions.
- Partner with production, procurement, logistics, and commercial teams to ensure seamless operations and delivery.
- Identify and lead initiatives to enhance production efficiency, resource optimisation, and process effectiveness.
- Drive a results-oriented, high-performance culture within the planning team, ensuring ownership, execution, and accountability at all levels.

### Knowledge, Skills and Experience

#### Business Knowledge

- Glass Manufacturing Processes and Beverage Filling Operations
- Supply Chain & Production Planning – Including capacity planning and inventory management
- S&OP Process
- Financial awareness and risk management

#### Essential Functional / Technical Skills

- Production & Supply Planning

"This is a brief outline of the role and is by no means exhaustive. The post holder will be expected to undertake duties as appropriate to the position. Significant changes to the role and its responsibilities would be subject to appropriate consultation with the post holder".



- Furnace Operations & Capacity Management
- Analytical & Problem-Solving
- Leadership & Cross-Functional Collaboration

### Experience

- Experience in supply planning, production planning, or operations within manufacturing or FMCG industries, preferably in glass manufacturing and/or beverage filling.
- Hands-on experience with capacity planning, production scheduling, and furnace colour campaigns.
- Proven track record of contributing to S&OP processes and driving alignment between supply, demand, and business priorities.
- Experience driving accountability, high performance, and process improvements.
- Proficiency with ERP and supply chain planning tools (SAP, Oracle, or similar)

### Personal Attributes / Competencies

- Accountable and Results-Oriented
- Proactive Problem Solver: Anticipates risks, identifies bottlenecks, and implements effective solutions.
- Strong Communicator and Collaborator: Builds alignment across production, procurement, logistics, and commercial teams.
- Analytical and Adaptable: Uses data to drive decisions
- Alignment with our company values:
  - Commitment to Customers
  - People Commitment & Development
  - Sustainability
  - Collaboration
  - High Performance
  - Innovation & Continuous Improvement
- Alignment with our company purpose:
  - Great People
  - Great Place
  - Great Future

## Impact

### Individual Contribution / KPIs

- Capacity Utilisation
- Customer Service Level
- Continuous Improvement Impact






### Key Contacts

- IBP Stakeholders
- Operational Planning
- Supply Chain

## Decision Making

(Outline the most important recommendations expected to be made for others to decide on)



Value	Leads Others
<b>Commitment to Customers</b> 	<ul style="list-style-type: none"> <li>➤ I listen and value input from stakeholders. I am a trusted advisor.</li> <li>➤ I consider big picture, I identify and communicate risks, challenges and opportunities.</li> <li>➤ I empower others, together we can meet the needs of customers and the organisation.</li> </ul>
<b>People Commitment and Development</b> 	<ul style="list-style-type: none"> <li>➤ I always provide open and honest feedback, team behaviours are values-based.</li> <li>➤ As a leader, my priority is the success of others, I achieve this by offering regular feedback and development opportunities.</li> <li>➤ I ensure all of my stakeholders feel safe, included and have an equal opportunity to contribute and succeed.</li> </ul>
<b>Sustainability</b> 	<ul style="list-style-type: none"> <li>➤ I ensure others is conscious of our impact on people and environment, people and safety remain top of my agenda.</li> <li>➤ I encourage others to embrace positive change.</li> <li>➤ I role model how to make sustainable choices, and sustainability conscious decisions.</li> </ul>
<b>High performance</b> 	<ul style="list-style-type: none"> <li>➤ My interactions with others are values driven and well planned. I ensure we reflect on lessons learned.</li> <li>➤ We are accountable for delivering against objectives or targets. I support others through coaching, development and regular feedback.</li> <li>➤ We face challenges head-on, as a team.</li> </ul>
<b>Collaboration</b> 	<ul style="list-style-type: none"> <li>➤ I adapt my style of communication to get the best out of others and actively seek out a diverse range of perspectives and ideas.</li> <li>➤ I champion equity, diversity, and inclusion. I challenge inappropriate language or behaviours consistently and respectfully.</li> <li>➤ I am comfortable with not being the expert, we play to our strengths.</li> </ul>
<b>Innovation and continuous improvement</b> 	<ul style="list-style-type: none"> <li>➤ I create an environment where it is safe to challenge and be curious.</li> <li>➤ We reflect on performance, I encourage celebration of our successes and always look for improvements.</li> <li>➤ I am open to change, I communicate the reasons for change, I am transparent about the challenges.</li> </ul>