



Job Title (Vidrala Group)	Production Manager
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Organisational Unit	Encirc
Business Unit	Glass Operations
Reporting to (Hierarchical)	Glass Operations Manager
Reporting to (Functional)	Glass Operations Manager

Main Purpose of Role

Overseeing the daily operations of the glass bottle production and rework lines with particular focus on run performance, ensuring high standards of safety, environmental, housekeeping, quality, efficiency, and continuous improvement across all manufacturing areas.

Key Accountabilities

- Production Oversight:**
 Manage and coordinate all aspects of the glass bottle manufacturing process, including batch & furnace, forming, annealing, inspection, warehouse and packaging to maximise shift to shift operational outputs Organise and supervise routine or occasional audits.
- Team Leadership:**
 Provide leadership and motivation to shift leadership and their operators. Influence and liaise directly with production support teams, and their highest leadership, to achieve production targets, improve overall standards and foster a high-performance culture.
- Health & Safety Compliance:**
 Set clear expectations on HSE standards and ensure strict adherence to health, safety, and environmental regulations, promoting a zero-harm workplace and conducting regular audits, line Gemba walks and risk assessments Ensure closeout of Gemba/Audit actions for operations team (shift and non-shift).
- Quality Assurance:**
 Improve the customer focused ethos by promoting and ensuring adherence to product quality standards through process control, defect analysis, and collaboration with the QA department and customers to resolve issues, implement corrective actions and drive for "right first time" with shift leadership and operators
- Production Planning & Scheduling:**
 Work closely with planning and logistics teams to review and optimize production schedules regularly which will maximise PTM while minimizing downtime and meet customer delivery requirements.
- Continuous Improvement:**
 Working with the CI team, help drive lean manufacturing initiatives, process optimization, and waste reduction programs to improve efficiency and reduce costs. Provide direct production expertise and liaise with shift on inputs/outputs.
- Equipment & Asset Management:**
 Facilitate the reliability of production equipment by liaising with engineering teams for the planning of upgrades and maintenance works and ensure minimal disruption to production plan.
- Performance Monitoring:**
 Utilising the data information sources, analyse, track and report key performance indicators (KPIs) such as run output, PTM, Stability, Heldware, HE & CE losses, downtime, and labour efficiency to

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inform decision-making. Data sources to inform decision making includes Crew Scorecards, SIP waterfall, Quality Reports.

- **Budget & Cost Control:**
Manage controllable production budgets, control operational costs, and contribute to financial forecasting and capital expenditure planning.
- **Stakeholder Collaboration:**
Liaise with senior management, shift leadership, Planning, quality, forming, Batch & Furnace, Warehouse and engineering teams primarily to align production goals with business objectives and customer expectations.

Knowledge, Skills and Experience

Business Knowledge

- Minimum of 5 years' experience leading multi-functional teams within a 24 / 7 operation to deliver the business KPIs & plans. Demonstrating people management and coaching skills to develop team members and set expectations.
- In-depth understanding of the factors involved in operating a high-volume manufacturing process within a multi-discipline environment
- Experience of establishing & fostering a culture of cross departmental teamwork, continuous professional development, inclusion & high performance to enable team members to meet their potential & perform at their best
- Ability to work in partnership with a broad spectrum of stakeholders, both internal & external
- Experience of working in a food environment, BRC / ISO / HACCP is an advantage

Essential Functional / Technical Skills

- Engineering Degree desirable but not essential.
- Glass Forming and defect detection knowledge is essential. Deep understanding of the Hot End process, Job Changes, Quality, Warehousing, Rework, Cold End processes and Lehr processes is essential
- Knowledge of Batch & Furnace, Forehearth, Raw materials, Moulds and General Plant equipment is essential
- Ability to analyse root causes and implement decisions. Continuous improvement tools (5s; TPM; Smed, etc.) and production management tools (JIT, 6 sigma, etc.) knowledge is desirable
- Ability to develop and maintain good working relationship with colleagues at all levels
- Excellent level of communication skills across different levels within the organisation
- Competent computer skills – MS Office (Word, Excel, PowerPoint, etc.)

Personal Attributes / Competencies

- 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

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Key Financial Measures (this is not an exhaustive list.)

- Accident frequency/AWOLT
- PTM%
- PTM Stability %
- JC PTM %
- Special Days
- Hot End & Cold End Losses %
- Customer complaints & internal non-conformance rates
- Heldware
- Warehousing transactions

Key Contacts





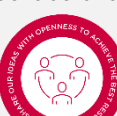

- Glass leadership team
- Manufacturing operations – including Shift, Rework, Batch& Furnace, Forming, Engineering
- Quality
- Logistics & Warehousing
- Planning
- Human resources
- Continuous Improvement
- Health & Safety

Decision Making

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

- Alignment and standard ways of working across all areas.
- Risk Assessments & Develop Standard Operating Procedures.
- RCA investigations to improve line performance.



Value	Leads Leaders
Commitment to Customers 	<ul style="list-style-type: none"> ➤ I demonstrate knowledge of our internal strategy, the wider industry, products and customer needs. ➤ I am responsive to changing customer needs. I maintain a broad, future-focused perspective. ➤ I continuously assess how our service compares to customer expectations and industry best practice. We listen, we learn.
People Commitment and Development 	<ul style="list-style-type: none"> ➤ I am a role model for cultural engagement and I ensure our people remain at the heart of everything we do. ➤ I drive the agenda for talent management, succession planning and performance management. ➤ At an organisational level, I role model how the values drive our decisions.
Sustainability 	<ul style="list-style-type: none"> ➤ I drive our health, safety and wellbeing culture ➤ I ensure we are ahead of industry developments and trends. I am a true pioneer of the Encirc strategy. ➤ I hold myself, others and the organisation accountable for promises made.
High performance 	<ul style="list-style-type: none"> ➤ I am a role model for visible and engaging leadership ➤ When making key business decisions, I consider wellbeing and safety and first. ➤ I ensure people engagement is top of the agenda
Collaboration 	<ul style="list-style-type: none"> ➤ I value my internal and external relationships, I make connections across the business and industry. ➤ I am an advocate for diversity of thinking I actively challenge 'silo' attitudes and remove barriers to collaboration. ➤ I call out the best in others.
Innovation and continuous improvement 	<ul style="list-style-type: none"> ➤ I ensure people feel engaged and able to play their part in the the company strategy and mission ➤ I create a culture of innovation, creativity and continuous learning, we are calculated but bold. ➤ I act as an ambassador for change, translating change into meaningful and logical steps.

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