



Job Title (Vidrala Group)	Continuous Improvement Specialist
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Organizational Unit	Operations – Derrylin Glass
Business Unit	Encirc
Reporting to (Hierarchical)	Continuous Improvement Manager
Reporting to (Functional)	Continuous Improvement Manager

Main Purpose of Role

The Continuous Improvement (CI) Specialist drives process optimization, waste reduction, and efficiency enhancement across all manufacturing operations within the glass bottle production facility. This role applies Lean, and problem-solving methodologies to improve safety, quality, productivity, and cost performance, ensuring sustainable continuous improvement.

Key Accountabilities

- **Process Optimization & Efficiency**
 - Identify, analyse, and improve manufacturing processes to reduce waste, improve cost and efficiency and reduce variability.
 - Implement standardised work practices to improve consistency and throughput.
- **Data Analysis & Performance Monitoring**
 - Collect and analyse production data to identify trends and improvement opportunities.
 - Develop dashboards and KPIs for monitoring process performance and tracking improvement outcomes.
- **Lean Initiatives**
 - Lead and facilitate Lean projects focused on PTM improvement, defect reduction, and downtime minimization.
 - Train and mentor employees on CI tools such as 5S, Kaizen, value stream mapping, and root cause analysis.
- **Cross-Functional Collaboration**
 - Work closely with production, maintenance, quality, and engineering teams to ensure improvement actions are aligned with business performance objectives.
 - Facilitate workshops and brainstorming sessions to promote continuous improvement culture.
- **Quality & HSE Improvements**
 - Partner with relevant departments to identify and eliminate sources of defects and non-conformities.
 - Support initiatives that enhance workplace safety and compliance with environmental and regulatory standards.
 - Identify energy and material efficiency improvements that reduce environmental impact and operating costs.
- **Project Management**
 - Develop in conjunction with project managers; project charters, timelines, and resource plans for improvement initiatives.
 - Ensure timely completion, proper documentation, and measurement of project impact.
- **Change Management & Training**
 - Support organisational change by engaging teams, communicating successes, highlighting benefits, and reinforcing CI practices.
 - Deliver training sessions and develop learning materials to build CI capabilities across the workforce.

Knowledge, Skills and Experience

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Business Knowledge

- 3+ years' experience in fast paced Lean Manufacturing facility. Glass manufacturing knowledge is highly desirable.
- Experience of leading and facilitating Continuous Improvement events, and delivering tangible benefits would be highly desirable
- Strong analytical, communication, and facilitation skills.
- Proficiency in data analysis and visualization tools (Excel, Power BI, Minitab, etc.).

Essential/Desirable Functional / Technical Skills

- 3rd level qualification required (Bachelor's degree desirable); preferred disciplines: Sciences, Engineering, Operations, Supply Chain Management, or Business Management
- Strong leadership, networking & communication skills
- Strong problem solving & facilitation skills
- Strong organizational & planning skills
- Capability to prioritize & multi-task
- Excellent interpersonal & communication skills
- High accuracy & strong attention to detail
- Excellent teamwork skills
- 'Can do', positive attitude. Ability to use initiative where required
- Ability to interact / network with other areas of the organisation & drive alignment
- Knowledge of Continuous Improvement tools including Plan Do Check Act, SMED, Root Cause Analysis, 5S, Standard Work, & 5 Whys
- Strong Microsoft Office skills e.g., Excel, Word & PowerPoint
- Experience and knowledge of glass manufacturing
- Demonstrable experience of Lean, Continuous Improvement, Project Management tools & techniques
- Coaching and / or training experience

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

- No managerial responsibility
- This position will work closely with all functions in the management of performance, KPI's and the continuous development of improvement opportunities.

Key Financial Measures (e.g. specific size of capital / revenue budget, staff costs, sales budget, etc.)

- No budget responsibility

Key Contacts

- Continuous Improvement Manager
- Other departments within the glass plant







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Decision Making

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

- Define problems, challenges and opportunities
- Opportunity to make a tangible impact in a high-volume, world-class glass manufacturing environment.
- Creating standard operating procedures

Value	Leads Self
Commitment to Customers 	<ul style="list-style-type: none"> ➤ I am open and honest, I strive to exceed expectations while remaining realistic. ➤ My stakeholders can trust me to be honest and supportive. ➤ I seek and act on feedback.
People Commitment and Development 	<ul style="list-style-type: none"> ➤ Through reflection I am clear about my own development needs, I seek feedback and support. ➤ I treat all people with respect and dignity. I value equity, diversity and inclusion. ➤ I respectfully call out any unsafe or disrespectful behaviours, every time.
Sustainability 	<ul style="list-style-type: none"> ➤ I understand my part in our sustainability strategy, I ensure that my own personal impact on the environment and others is a positive one. ➤ I engage with new initiatives, and I champion our sustainability goals. ➤ I am accountable for the safety, health and wellbeing of myself and others, I share ideas for people-focused improvements.
High performance 	<ul style="list-style-type: none"> ➤ I understand my part in our company purpose, mission and values. ➤ I reflect on my performance and plan ahead, in order to safely achieve my objectives or targets. ➤ I approach challenges positively; I respond to changing priorities and maintain high standards.
Collaboration 	<ul style="list-style-type: none"> ➤ I am open, honest and respectful with all stakeholders, I build strong relationships based on trust. ➤ I use my strengths to support others, I ask for help and welcome input. ➤ I am accountable to my team for delivering against agreed standards.
Innovation and continuous improvement 	<ul style="list-style-type: none"> ➤ I am curious and contribute ideas for improvements when I have them, no matter how small. ➤ I remove barriers to progress, I start with why. ➤ I embrace change, I work with others to make necessary changes possible.

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