

HEAD OF PRODUCTION

Wilson Power Solutions are a leading manufacturer and supplier of electrical power distribution equipment and pioneers of Ultra-low loss amorphous transformer technology. Our flagship product saves money, saves energy, cuts carbon, and offers an innovative solution to the worldwide challenge of reducing energy wastage. We are looking for a Group Head of Operational Excellence to join our established family-owned business in Leeds.

What's the job:

Reporting to the Group Operations Director the Head of Production will be responsible for ensuring operators are performing to the best of their ability through guidance and motivation, whilst maximising efficiencies. You will be responsible for the achievement of the Production daily, monthly and annual KPI's aligned to the business requirements relating to transformer production. Working within the WPS quality management processes and ensuring Health and Safety requirements are adhered to.

What is expected of you

- To lead the Production team to achieve all targets required regarding efficiency, quality, safety and cost.
- Co-ordinate the manufacturing elements of large projects, delivered in line with budget.
- Create a robust labour resource structure to manage peaks and troughs in business volume.
- Pre-planning of the workload / schedule to achieve the required output.
- Collaborate with internal stakeholders to ensure the smooth and timely flow of product in and out of the manufacturing facility.
- Monitor and review the workload schedule and production progress against targets to ensure OTIF.
- Capture non-conformances, job overruns & under / over-estimated hours and reporting this back to the relevant area.
- Conduct Toolbox talks to maintain good levels of communication
- Ensure the production function has the necessary manpower, competence skill, knowledge, plant and tooling required in order to achieve production targets.
- Collaborate with the D365 implementation
- To work within an ethos of continuous improvement to develop a right first-time culture.
- To attend and present at relevant meetings and Chair the daily production meetings.
- To lead and promote a safe working environment and address any safety concerns promptly.
- Analyse and review problematic situations and provide solutions
- Develop manage and implement production processes aligned to company objectives and accreditations.
- To support, mentor and lead the Production Supervisors.
- To follow all reasonable requests by Management to include duties not specified in this job description.

People Management

- **Training & Development** - Leading, mentoring and developing the production team. Highlighting skills gaps and arranging relevant training, providing 'on the job training' as and when required and updating training records accordingly. To support, mentor and lead the production apprenticeship programme.

- **Building Team Environment** - Articulate common goals, communicate how individual roles contribute to team success and provide clear direction.
- **Corrective / Disciplinary Actions** - Mediate to avoid conflict and takes timely corrective/disciplinary actions that are consistent and in line with best practice well-documented liaising with HR where appropriate.
- **Meetings/Reviews** - Conduct employee meetings and PDR's in a timely manner in line with policy and HR where appropriate.
- **Delegating Responsibility** - Makes it a practice to delegate responsibility whenever it is appropriate to do so.
- **Encouraging Accountability** - Ensures that employees understand their level of accountability, including what they are responsible to deliver and are expected to undertake.

Skills, Knowledge & Experience

- Experience of working in the Electrical Power Supply Sector essential
- Hands on experience of working within a mechanical/electrical engineering environment with an in depth understanding of lean manufacturing principles is essential
- Apprentice trained or a Mechanical/Electrical qualification is essential
- Strong leadership and people management skills, ideally with experience of managing both supervisor and operative levels
- IOSH certification with a solid grasp of safety at work
- The ability to understand mechanical and schematic drawings is essential
- Good written and interpersonal skills
- Good I.T. skills with knowledge of the MS suite of software in particular excel, outlook and word with the ability to use a computer/laptop.
- Strong problem-solving and decision-making abilities, able to act quickly and take ownership
- Excellent attention to detail
- Willing to be flexible and adaptable and be prepared to attend the factory at short notice which may be outside your normal working hours
- Experience of working collaboratively with other operations personnel with the ability to train and enhance your work colleagues' skills.
- Ideally experience of working within a continuous improvement environment
- Full UK driving licence is essential

Salary and benefits:

- Salary negotiable dependant on experience
- 37.5 hours per week
- 33 days (including bank holidays)
- Company Profit Share Scheme
- Healthcare cash plan
- Employee Assistance Programme
- Private Health
- Electric Vehicle/Bike to work salary sacrifice scheme
- Pension
- Life Insurance (3 x salary)
- Parking on site

Please send your CV and cover letter to [i sA x jrtpogpx f st pmjpot /dp/vl /](mailto:info@wilsonpowersolutions.co.uk) Applicants must be able to demonstrate their right to work in the UK. No Agencies.