



DIRECTOR OF FABRICATION

Client Information

Our client is a U.S. based latex foam producer and largest supplier of latex mattress components and pillows in North America. Located in Connecticut, this position will provide an attractive base salary, which will be complemented by a Management Incentive Plan, predicated on achievement of individual objectives and operating business results.

Reporting to the Vice President, Manufacturing & Technology, this position will assume responsibility for all aspects of fabrication and packaging of mattress assemblies and other related foam mattress products and components to meet and/or exceed customer requirements.

Position & Responsibilities

- Coordination of all LINE mattress fabrication activities
- Plan and direct the work of the highly skilled staff, placing particular emphasis on throughput, quality and safety
- Work closely with the Director, Foam Plant Operations and Sales Operations to schedule and insure complete customer satisfaction
- Lead and develop Fabrication team
- Organize Fabrication staff to accomplish goals efficiently and authorize recruitment of additional personnel as required
- Flex the entire operations organization to maintain output consistent with customer demand, while enhancing the gross return of the organization
- Coordinate all activities with the Manager of Engineering, Industrial Engineer, Director of Foam Operations, Director, LIW and Director, LISE, and the appropriate commercial manager(s), to assure uniform and complete communications with the entire enterprise
- Report to the Vice President of Manufacturing & Technology on a regular basis. Work closely with that officer to establish long-range operating goals and expansion plans
- Manage all aspects of fabrication and packaging operations to assure that all products meet specifications and standards of quality/customer requirements, including delivery schedules and cost objectives
- Maintain responsibility for assuring seamless transfer of manufacturing knowledge across all operations
- Evaluate alignment of organizational resources to achieve short and long term manufacturing initiatives

- Create a work environment that is fun, demands excellence, stretches the capabilities and imaginations of employees, promotes teamwork, and motivates employees to perform at their highest levels
- Lead the department's development of internal manufacturing processes/systems improving responsiveness and efficiencies while reducing labor and overhead costs in order to support substantial growth in launch and production of existing and new products
- Through teamwork and empowerment at all levels, fully leverage the business and position the department for maximum opportunities, profitability and return on investment
- Drive continuous improvement through the innovative use of existing resources to meet changing trends/needs and accelerate positive internal change
- Continuously work to create an energized and focused management team and workforce

IDEAL CANDIDATE PROFILE

- Requires a minimum of 10-15 years experience in increasingly complex manufacturing positions in a fast paced manufacturing organization
- Demonstrated and proven leadership skills
- Strong knowledge of lean manufacturing, Kanban statistical process control, process improvement models, problem identification techniques, quality improvement tools, and group problem-solving capabilities
- Outstanding leadership, confidence and human relations
- Exceptional written and verbal communication skills; must be approachable, collaborative, innovative and thoughtful while capable of acting quickly and decisively
- Must be of personal stature and reputation to ensure ready acceptance within the company and to create a favorable representation of the company to customers and outsiders
- Strong aptitude toward driving programs to completion in a timely manner
- Excellent understanding of planning and scheduling (Demand Forecasting)
- Familiarity with Great Plant software desired, as well as Microsoft Project, GANTT, PERT and CPM charts

EDUCATION

- A B.S. degree in Industrial or Mechanical Engineering required. An advanced degree in Engineering or Business Administration is a plus