

Factory Manager

We are looking to appoint a highly experienced and competent Factory Manager who has previously worked in a rapidly growing environment, with previous experience of working within electrical, engineering and/or HVAC operations. A background to our industry and enriched understanding of relevant fields is vital for this role.

Based in the Greater Edinburgh area the role is essential in delivering Sunamp's long-term strategic growth Strategy.

The right candidate will have accomplished engineering skills, knowledge of lean manufacturing tools, exemplary safety records and excellent people management skills.

They will have first-hand operational experience of transitioning products from 'development' to 'manufacturing' whilst improving manufacturing processes and procedures to create efficiencies, continuous product quality and reduces costs.

A bit about us

The company designs and manufactures space-saving thermal storage solutions that make homes, buildings and vehicles more energy-efficient and sustainable, while reducing their carbon emission outputs and optimising renewables.

This is an excellent opportunity for the right candidate to join a rapidly expanding, award winning and innovative company. Having recently been awarded the first ever King's Award for Enterprise, this prestigious award is testament to our excellence in innovation and the exceptional performance of our products.

Positively contributing to energy efficiency and sustainable advancement is central to our operations and recognition of how our products achieve this will be vital to the role. Researching into who we are and what we do is a must for the candidate to better understand and appreciate the direction and history of the company. If this is a vision you share and are passionate about, and you believe you have the right skill set to succeed, this could be an important future role for you.

Excellence, pride in your reputation and supporting a collaborative workplace and culture are also vital in making this role a success.

The areas you will be involved with:

Fulfilment

- Work alongside the CEO, Sales, Finance, Procurement clearly identify and agree production targets.
- Working alongside Procurement and Finance, implement and maintain target reporting systems
- Ensure volumes are fulfilled on time with zero compromise to Quality.
- Monitor and report on production rates in order to continuously meet demand.

Procedure Management

- Liaise with the Product Management/Engineering/Materials team to understand the product design, safety features, and quality standards then manage the transition from 'development' to 'manufacturing', and the control documentation for the transition.
- Maintain work instructions (WI) for every production process and manage the change procedure and documentation on identified improvements.
- Ensuring programmes are completed according to work instructions.
- Working within the scope of the HR and learning and development policies and alongside the Supervisory team, create and maintain training programmes.

Continuous Improvement

- Assess and analyze current production methods, including work flow, space requirements, and equipment layout.
- Develop the Factory Budget alongside Finance
- Provide the business with manufacturing decision-making information by calculating production, labour, and material costs
- Evaluate & develop new production processes by studying product requirements, observing operators, researching, testing and liaising with engineering, materials & suppliers.
- Improve production processes to improve efficiency, lower costs and improve product quality.
- Develop a culture of sustainable change through training on continuous improvement tools and lean methodologies.
- Prepare product and process reports by collecting, analyzing, and summarizing information and trends.
- Working alongside the Net Zero team, ensure ESG compliance is monitored and improved.

Health & Safety

- Develop and execute safety plans ensuring compliance with all regulatory bodies and standards.
- Prepare, evaluate and enforce policies & procedures to establish a positive behavioural safety culture.
- Maintain risk assessments and safety audits on personnel, equipment and materials.
- Analyses accident & incident reports and propose improvement plans.
- Oversee issuing of work permits.

Quality

- Assure product and process quality by designing testing methods, testing finished product and process capabilities and establishing standards.

People Management

- Managing all levels of staff with an open door policy
- Encouraging self development to create an autonomous team
- Maintain and improve a positive work culture.

- Working alongside Chief People Officer recruit, induct and mentor new team members.
- Maintain a healthy ongoing reporting line with HR to include any staffing issues, productivity or staffing risk issues.
- Ensure the production teams have the necessary skills to meet the output targets.

Who we are looking for:

The right candidate will be able to provide demonstrable evidence and talk in detail about their skills, experience, knowledge and understanding across the following criteria;

- Experience within a similar role managing the operations of production and manufacturing within an engineering, electrical product environment.
- Hold an engineering/manufacturing degree or equivalent.
- Qualified in lean manufacturing such as Six Sigma
- Hold a NEBOSH Diploma or have demonstrated excellence in health and safety practice in your operational and managerial experience.
- Demonstrate visible and motivating leadership skills that helps support an inclusive and positive workplace environment.
- Experience within an innovative product development environment.
- Proven experience working within multi-disciplined projects teams and delivering technical solutions to quality, schedule and cost targets.
- Excellent communication and presentation skills.
- Ability to effectively collaborate with and persuade others.
- Adaptability and readiness to positively challenge existing practices and find alternatives.
- Awareness of ISO 9001, 14001, 18001 and TS 16949

Expected personal qualities and behaviours:

- Requires minimal direction to undertake the role and supports departmental decision making.
- Seeks continuous self-improvement and ability to self-manage.
- Maintains composure during stressful situations and whilst undertaking difficult tasks.
- Shares knowledge and provides useful feedback to accelerate the development of others.
- Communicates clearly, concisely, and respectfully.
- Always well prepared and proactively arrives to problems with solutions.
- Constructively challenges status quo and recommends new improved methods/solutions.
- Interacts well with other departments and is considered an excellent team player.
- Naturally curious, creative, innovative and has excellent attention to detail.
- Logical thinker able to comprehend complex systems.
- Recognises the importance of harnessing an inclusive workplace environment.
- Able to respect and work with and show a commitment to Sunamp cultural values.

As a company we take your development and progression seriously and look forward to helping develop your skillset as we grow.

Sunamp is an Equal Opportunities Employer. The company is committed to equal employment opportunities regardless of age, sexual orientation, gender, pregnancy, religion, nationality, ethnic origin, disability, medical history, skin colour, marital status, genetic information or parental status. We base all our employment decisions on merit, job requirements and business needs.