

ADVERTISEMENT

Genuine Connection requires the services of a dedicated and energetic person to fill the position of PRODUCTION MANAGER at their Paarl garment manufacturing plant and offices.

The purpose of this job is to plan, control, coordinate and monitor the manufacturing process of a vertical manufacturing plant in such a manner as to ensure all products are manufactured and completed on time and within all quality standards. This includes both human and material resources.

Knowledge & Experience Required

- Senior certificate with tertiary qualification (National diploma in garment construction/ clothing manufacturing/ work study; B.Tech; Industrial engineering; BSc Textile/Polymer) or similar knowledge and experience
- Previous experience in CMT production management working with large teams
- Solid background in time and work measurement techniques
- 5 to 8 years' experience in clothing manufacturing industry
- 2 to 4 years' previous experience on senior management level
- Proven track record of successful staff management of large teams (100 or more employees)
- Strong computer skills (able to plan, drive and implement work through the company's production planning systems, management report systems, or hourly production target devices, e.g. Excel, FastReact, Sewing Network, LECTRA, Sage, etc.)
- Previous knowledge and experience of quality management, efficiency and effectiveness as well as production improvement systems, such as LEAN manufacturing, Six Sigma, 5S, Kaizen or similar manufacturing output improvement systems.
- Good understanding of SA labour context, its laws and application (able to successfully work in a unionized, wages staff environment)

Skills required

- Good understanding of manufacturing and the forces involved – specifically in garment construction, sublimation, printing and related fields
- Strong planning and organizing skills
- Excellent analytical skills with strong numerical ability
- Ability to act decisively to resolve staff and other resource related problems
- Ability to grasp concepts and strategy easily
- Strong computer and systems skills (previous ERP, manufacturing or other computer system experience)
- Clear, concise and motivational communication (written as well as oral)
- Good negotiation skills (able to mediate between different parties such as staff, inter-departments, suppliers, trade unions, or customers)
- Good budgeting and financial planning skills (able to manufacture products within cost and budget constraints and forecasts)

- Ability to work and excel in a logical, process driven but demanding environment – including overtime or weekend work
- Able to transfer skills and develop people
- Succession planning and leadership development
- Good management skills – able to plan, organize, delegate, monitor and correct work

Attitude and Personal Values

- Able to motivate others and inspire trust in people
- Able to work under pressure and keep to strict deadline while keeping calm and rational
- Balanced outlook toward people and tasks
- Problem solving orientated
- Excellent attendance record, dependable and responsible
- Positive with a friendly predisposition

Key Outputs

- Turnover planning for daily, weekly and monthly achievement of production targets
- Drive and monitor the quality assurance process of the manufacturing process
- Implement, oversee and drive daily, weekly and monthly production plan
- Estimate costs and ensure cost-effective manufacturing and production
- Adjust production plan as required to meet deadlines and costing
- Oversee maintenance and use of equipment and tools (including Health & Safety)
- Review worker performance, motivate staff and identify training needs
- Create a safe working environment for all and drive health and safety within the factory
- Implement, monitor, update and train company policies and procedures
- Ensure succession planning and multi-skilling in production areas
- Manage security to minimize theft and other shrinkage
- Participate on senior management level to manage the company effectively
- Constantly look at ways to improve efficiency and effectiveness in production, manufacturing processes and equipment

Those interested to join a dynamic management team should submit their CV's to: hr@gencon.co.za