

# CNC Manager

## Full-time, Permanent

### Job details

**Salary**

£45,000 - £60,000 a year

**Job type**

Full-time

Permanent

### Full Job Description

Since 1937 we've pushed the boundaries of material technology, solved challenging problems and, above all, kept people safe. Our advance materials are used across the world and across multiple industries. We've protected the Royal Navy and safeguarded Underground passengers. We've shielded NATO military convoys and reinforced commercial airline cockpits. Our dedication to precision and performance is constant whether providing the NHS with vital supplies in a crisis or making mission-critical materials for NASA. Decades of experience have taken us from helping the Spitfire to soar to keeping every F1 team on track. We've always risen to the challenge.

**Role purpose:**

A key member of the Operational Management Team that will provide leadership and vision for Machine Shop Production, Continuous Improvement and Planning. A Leader with an exceptional business mind capable of bringing new ideas to the Production Department and able to use these skills to maximise customer satisfaction, through ensuring cost effective delivery with zero customer complaints.

A hands-on role serves as the leader and catalyst for driving and implementing exceptional customer service levels, lean projects with proven success of waste elimination techniques, six sigma tools and continuous learning.

An individual who can coach, inspire motivate and train employees at all levels of the organisation and assist the site in its vision of achieving Operational Excellence throughout the organisation.

**Key duties and responsibilities:**

- With a long-term strategic view able to work with the Operational Management team to guide and develop the business towards further growth all of which will ensure success.
- Will provide overall responsibility for all resources assigned to the Machine Shop, to achieve all quality, cost and service objectives and to ensure all quality programs, initiatives and commitments are maintained and enhanced.
- In partnership with the HR function builds and sustains the Production team with the highest performance, ensure robust employee development and expand on succession plans for the production department.

- To improve organisational, operational methods and tools, to optimise the utilisation of the production equipment and resources and to serve as the leader in the team, to be the catalyst for driving and implementing lean techniques with conjunction with the Operations Managers targeted areas.
- To be responsible for staff hiring, training and development, including performance reviews and for all direct reports. To be able to optimize the utilisation of resources in terms of people, machines, and material.
- Support the site Integration of new manufacturing processes and ensure the continual smooth running of the department during this period.

**Other responsibilities of Machine Shop Manager:**

- Support the achievement of departmental KPI's
- Promote and maintain a safe, clean working environment.
- Support the maintenance of all relevant health and safety and COSHH regulations.
- Encourage two-way communication and feedback.
- Participate in business training and personal development programmes.
- Raise awareness of the Manufacturing Excellence expectations and identify specific areas of development within the workplace.
- Facilitate, coach, and support the various teams involved.
- Manage and monitor the new processes to ensure efficiency and success
- Support the meeting of operational targets daily.
- Ensure a high standard of work quality is maintained at all times within the team
- Provide feedback to the Operations Manager on issues and concerns arising, along with potential solutions.
- Drive the team to achieve 99% 'Right First Time' manufacture of components as well as 95%+ 'On Time in Full' delivery of parts and assemblies.
- Ensure the available resources are fully utilised daily and cross functional training is considered to support business growth.

**Background and experience of Machine Shop Manager:**

- Able to read and understand technical drawings.
- Good working knowledge of CNC machines and technologies.
- Experience of machining composite materials (desirable)
- Good, effective communication skills both written and verbal.
- A flexible and proactive 'can do' attitude.
- Proven track record within a CNC machining environment.
- Ability to lead a team.
- Experience of working within a fast-paced manufacturing environment.
- Experience of working in a target driven environment
- Strong knowledge of machine tools and machining processes
- Ability to use standard measuring equipment (Vernier calipers, micrometers etc)
- Good communication skills at all levels
- Can effectively handle and resolve personnel and disciplinary Grievance issues for direct reports.
- Can manage a large team on shifts and ensure customer satisfaction is the priority.
- Quality Awareness
- Continuous Improvement focused

**In exchange we offer:**



- 34 days of annual leave, including Bank Holidays
- 3% Employer Pension Contribution
- Income protection scheme and Private medical cover

Job Types: Full-time, Permanent

Salary: £45,000.00-£60,000.00 per year

Schedule:

- 8 hour shift
- Monday to Friday

**Please send us an email, attaching your current CV to [jobs@permali.co.uk](mailto:jobs@permali.co.uk) and we will get back to you as soon as possible.**