

POSITION SPECIFICATION

POSITION TITLE: Manufacturing Excellence Manager

REPORTING TO: Site Manager

LOCATION: St. Albans, VT

About the role:

Barry Callebaut is a global organization poised for growth; a company which has embraced the vision to delight its customers, while out-performing its competitors, a business which is committed to sustainability, has innovation in its DNA, is a leader in complex manufacturing and supply chain solutions and is focused on being a best-in-class employer. Barry Callebaut seeks diverse and passionate people who thrive in a dynamic environment, focused on continuous learning, living BC's Values and of course loving chocolate.

This position drives our change agenda, leading to full implementation of BCOS at site level in-line with the regional/site Master Plan. The role focuses on the development of site BCOS work processes capabilities to deliver BIC results in line with BC 'Go for ZERO' vision. The Site Mfg. Ex. Mgr. will guide and support site leaders, middle management, and core teams to implement all pillars work process to deliver expected site goals and results.

The implementation of the BCOS program includes the following activities:

- In combination with site leadership team create a Zero loss culture enhancing people's capability towards loss eradication
- Bring visibility of site losses (via Loss tree) and deploy pillar capabilities tackling/prioritizing major losses.
- Working regularly with regional coaches, make sure pillar leads execute agreed actions between visits (provide necessary coaching and support)
- Work closely connected with Regional Manuf. Excel. Director in order to guarantee total alignment with Regional and Global performance targets and global standard work process recommendations.
- Guarantee site Productivity agenda, and leverage any internal/external resources to help on target delivery as necessary.
- Support adoption of digital solutions at site level, making sure the new technology and ways of working are incorporated into site routine.
- Coordinate the KPIs performance review at site level, looking for capabilities requirements and addressing gaps necessary to deliver site targets!

Key responsibilities include:

The duties and responsibilities described are not a comprehensive list and that additional tasks may be assigned to the employee from time to time; or the scope of the job may change as necessitated by business demands. Reasonable accommodations may be made to enable individuals with disabilities to perform these essential functions.

- Support the revision, implementation and coaching to deploy pillar work processes.
- Lead site process of target setting and deployment (hoshin planning)
- Guarantee all KPIs are reported in the system and on time.

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- Generate intelligence to support actions that continuously improve site performance across the balanced score card
- Guarantee RCA activities involving plant leads and designated area members for all KPIs to drive to target.
- Coordinate daily routine activities (team board meetings hourly, daily etc.) and operational review meetings in a monthly basis.
- Make visible to the entire supply chain the losses opportunities creating a map of losses and site productivity pipeline
- Be the representative of the sites' program implementation for the local management team and broader BC organization.
- Play a leading role on developing and deploying/adoption of MES and other site digital initiatives in line with I4.0 strategy.
- Deploy regular self-assessment using the BCOS Health check tools – and build action plan to close gaps versus site Master Plan
- Promote internal and external benchmark exercises, looking for opportunities to improve local site performance
- Drive capabilities and ways of working to deliver typical site SQDCSM KPI's, plus:
 - Site scores for meeting Phasing Assessment Criteria
 - Pillar Leaders and members capabilities
 - Zero LTA and compliance process safety/people safety standards
 - Zero quality defects and Cpk (process capability) above 1
 - OEE +85%
 - Compliance to schedule +90%
 - Net productivity +4% YOY
 - Engagement survey +90%
 - Energy/CO2 reduction 2 to 4% YOY

About you:

- Bachelor / Master degree in Engineering (Chemical, Mechanical, Electrical, Industrial, Food)
- Advanced level of English language proficiency
- Experience in implement Continuous Improvement process, such as: TPM (will be considered as differential), Lean Supply Chain principles and tools and/or Six Sigma
- Experience in working and leading initiatives in multicultural environment
- Previous experience of cultural change management processes is preferred
- Places as highest priority the Safety of people, process, and product.
- Project/Engineering Manager, Production Manager and proven track records on application continuous improvement
- Leading roles on SC functions (DSP, manufacturing, procurement, CI, quality, etc.)
- Has led and/or participated in cultural change journeys.
- Extensive software capability including Google Environment, Excel, Word, Minitab (or other statistical software) and MS Project. Knowledge and experience on use of SAP ERP systems is seen as a desirable skill.
- Exceptional coaching, communication, interpersonal & leadership skills
- Minimum of 3 years of experience practitioner of TPM and Lean Principles as part of continuous Improvement methodology (Six Sigma not essential but seen as a plus)
- Experience of project management and governance systems

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- Strong influencing skills, ability to direct the BCOS program without formal authority over organization leaders.
- Good team player, Effective communication and organizational agility
- Servant leadership style
- Strategic approach/thinking and strong capacity of influence
- Great listening skills and motivator. Ability to teach/ coach others and develop talents
- Results oriented and prepared to deal with ambiguity
- Experience in leading areas of Supply Chain, such as: Manufacturing Operations, Planning, Logistic/Distribution and Procurement

What you can expect from Barry Callebaut:

- Competitive salary and comprehensive benefits package
- 12 paid holidays, generous PTO, plus your birthday off
- Environment that welcomes workplace flexibility
- An atmosphere where diversity is embraced, and inclusivity is second nature. We call it #OneBC! Just ask our champions with the Americas Women's Forum and the Racial Equality Forum!
- Ability to grow personally and professionally within an organization that values development and internal career growth
- Be part of our mission in making sustainability the norm through Forever Chocolate with priorities centered around prospering farmers, zero child labor, carbon and forest positive, and creating 100% sustainable ingredients in all of our products.

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