

## Shift Supervisor – Signal Plastics

Signal Plastics is recruiting a **Shift Supervisor** to join our team. You will be responsible for the management of your shift's production resources and processes, ensuring the shift meets its KPIs. The role will cover a 3-shift rotation over a 5-day working week (starting Sunday night shift).

We are looking for someone with experience of working in a fast-paced manufacturing environment (preferably within plastic injection moulding or the automotive sector), who has excellent people leadership qualities and a desire to contribute to continuous improvement. Experience of developing the skills of the workforce, a focus on delivering "right first time" production and working collaboratively with colleagues in Quality, NPI and Logistics functions are key to the success of this role.

We offer a permanent, full-time role in a growing and dynamic business. We have an excellent team of colleagues committed to driving the business forward, continually and sustainably investing in our people, facilities and machinery. Our vision is to be the leading integrated provider of plastic injection tooling and moulding solutions across multiple sectors in the UK, as well as a sustainable and large North East employer. If you join our team, you can contribute to that.

We will pay between **£31,500** and **£34,500** a year based on working full time over a three shifts rotation (depending on qualifications, skills and experience). We offer 25 days annual leave (plus the usual bank holidays). Two weeks of this is usually taken during our summer shut-down period and we also usually shut down over Christmas. We also offer a number of benefits including company pension scheme, life insurance (2x salary), Employee Assistance Program, Cycle to Work scheme, free hot drinks and more.

All candidates must have the immediate right to work in the UK - sponsorship is not available at this time.

### **A bit more about us ...**

Signal Plastics is part of the Omega Plastics Group together with its sister company, Omega Plastics.

The Omega Plastics Group is a plastic injection moulding and tooling business. We provide high quality plastic injection mould tooling, components, assembly and technical solutions on time and with exceptional customer service. Signal Plastics is based in a 43,500 sq. ft facility on Bentall Business Park in Washington and Omega Plastics is based in a 45,000 sq. ft facility on Team Valley Trading Estate in Gateshead, which is also our group head office.

We have a reputation for technical expertise and delivering solutions to challenging problems or in short timeframes and hold ISO 9001 certification. We work with customers from product conception through the tooling development cycle and into serial production. Our flexibility and value-add approach means we can be a strategic partner to customers and strive to develop long-term relationships.

We work across four main sectors: industrial and technical, consumer, automotive and medical. We deliver low to high volume plastic injection moulding using 29 injection moulding presses, ranging from 40 to 1,300 tonnes, some with robot demoulding and packing capability. In addition, we integrate plastic mouldings into more complex assemblies which we manage on behalf of our customers.

The group is growing, with a workforce of over 190 colleagues (from 90 in 2019) across both businesses and we continue to invest in our people, infrastructure and facilities. Our people are key to the success of the business. We offer a competitive salary and benefits package and invest in the training and development our colleagues.

## Role Description

<b>Role Purpose</b>	To be responsible for the performance of the shift and achievement of KPIs, ensuring: <ul style="list-style-type: none"><li>• a safe environment for all personnel in the facility</li><li>• goods are manufactured and despatched in accordance with the production plan, agreed procedures and the relevant quality requirements</li><li>• appropriate action is taken in-shift to manage any issues that may affect planned production</li><li>• colleagues on shift are effectively inducted and trained to perform their duties</li><li>• compliance with group values, policies and procedures</li></ul>
<b>Reports to</b>	Head of Operations
<b>Direct Reports</b>	On shift responsibility for team including team leaders and production operators plus out of hours responsibility for whole plant, including machine setters, quality technicians and warehouse operators.
<b>Location</b>	Washington

### Main duties and responsibilities

- Always work in a safe and responsible manner, ensuring the safety and wellbeing of all personnel in the factory areas including staff, contractors and visitors. Maintain the highest standards of housekeeping, use of PPE, behaviour and adherence to procedures and agreed working practices.
- Always work in line with the group's values and guiding principles, policies and procedures.
- Take full responsibility for the output performance of the shift, including ownership of the quality performance, ensuring that quality standards and internal systems are adhered to and that non-conformances are identified and processed in line with the QA system and identifying and managing any deviations.
- Work to planned production runs ensuring works orders are present and completed and all production and quality documentation is present and accurately legibly filled in. Highlight any planned vs actual issues to the planner and line management.
- Ensure shift handovers are thorough and effective, production data is input into the QCP system and daily production reports are completed.
- Lead start of shift meetings to communicate the shift requirements and any matters handed over by previous shift or management.
- During backshift and night shift, take full responsibility for the plant, being the escalation point and face of the business for Production, Logistics and Quality.
- Ensure machines/processes are running to the approved cycle times, packaging and materials are at the processes in advance of being required.
- Ensure all staff are up to date with health and safety training and guidance. Investigate any health and safety issues that arise on shift and address any health and safety matters brought to your attention.

- Ensure that only properly inducted and trained staff operate the various processes in the production area and that exceptions are managed through the 4M and GP12 processes.
- Ensure operators follow SOPs and work areas are organised as per the SOP, limit samples (first offs) are present at all times and that operators understand the escalation process/follow the non-conforming parts procedure if a non-conforming part is made.
- Support team members to develop in all areas, demonstrating the required standard, monitoring and developing new skills acquisition. Undertake one-to-one reviews and appraisals in accordance with our procedures.
- Drive high standards with regards to housekeeping and 6s, take pride in the condition of the manufacturing areas and stand in for the Production Manager as and when required.
- Be a natural point of contact for production team members and a conduit into the business management team. Maintain discipline and a sense of urgency within the production team setting a high standard and leading by example.
- Highlight and communicate any problems relating to man, method, machine or material (4M), escalate to management if needed and suggest corrective actions or act using the correct controls where components are not running to costed cycle time.
- Be flexible to support resolution of any critical issues. Maintain a positive attitude and a sense of urgency with regards to matters that could impact customer delivery.
- Work with fellow team members to challenge the status quo and suggest areas for improvement to increase efficiency or reduce waste.
- Authorise holidays, monitor attendance, conduct return to work interviews and support the completion of documents and meetings and work with the HR department with matters relating to your team.
- Carry out any other duties reasonably required of the role.

#### **The ideal candidate**

- Commitment to the health and safety of all colleagues, being a role model to all colleagues on shift.
- Previous experience as a shift leader/team leader/manager with responsibility for delivering against KPIs and managing a team of people within a fast-paced manufacturing environment, preferably in injection moulding or the automotive sector
- Must work 3-shift rotation
- Strong leadership and influencing skills with a commitment to delivering continuous improvement and ensuring quality standards are consistently adhered to
- Understanding of quality management systems such as ISO9001 or IATF 19649
- Passionate, proactive, resilient and flexible with an ability to work under pressure and within time constraints
- Excellent communication skills, with the ability to communicate effectively at all levels within the business
- Effective problem-solving skills

- IT and MS Office skills (very good understanding of Excel), with experience of using Sage 200 or another MRP/ERP platform desirable
- Time management and organisation skills with the ability to prioritise demands
- A relevant supervisory qualification (desirable)
- Good working knowledge of 5S, Kaizen, or Lean Manufacturing
- Prepared to undertake training for and be a first aider and fire marshal for the site.