

## Shift Team Leader – Omega Plastics

Omega Plastics is recruiting a **Shift Team Leader** for its site on Team Valley. The Shift Team Leader will report to the Head of Operations and be responsible for leading a team of injection moulding and assembly operators on shift, working closely with the setters and quality team to ensure the safe and efficient production of products that meet our quality standards. They will work on 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 have excellent people leadership qualities and a desire to contribute to continuous improvement. Ensure team members are working in a safe and efficient manner. 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 £13.50 per hour (plus shift allowance). Shifts are on a 3 shift rotation pattern of Days, Nights and Backs. **You will receive shift allowance of 7% for back shift and 14% for night shift.**

We offer 25 days annual leave (plus the usual bank holidays). 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.

To apply for this role, please send a covering letter setting out why you are suitable for this role together with a CV setting out qualifications and experience to [careers@omega-plastics.co.uk](mailto:careers@omega-plastics.co.uk)

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

The Omega Plastics Group comprises two businesses – Omega Plastics and Signal Plastics. We provide high quality plastic injection mould tooling, components, assembly and technical solutions on time and with exceptional customer service.

We assist customers from product conception through the 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.

Omega Plastics operates across four main sectors: industrial and technical, consumer, automotive and medical. We specialise in low to high volume plastic injection moulding using 13 injection moulding presses, ranging from 30 to 330 tonnes. In addition, we integrate plastic mouldings into more complex assemblies which we manage on behalf of our customers. We hold ISO 9001 and ISO 14001 certifications and are based in a 45,000 sq. ft facility on Team Valley Trading Estate in Gateshead, which is also our group head office.

Our sister company, Signal Plastics specialises in high volume plastic injection moulding and assembly, with 15 injection moulding presses ranging from 40 to 1,300 tonnes, some with robot demoulding and packing capability. Our customers include some of the biggest names in the

automotive and industrial and technical products sectors. We are based in a 43,500 sq. ft facility on Bentall Business Park in Washington.

The group is growing, with a workforce of over 150 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

You can find out more about us at [www.omegaplasticsgroup.co.uk](http://www.omegaplasticsgroup.co.uk)

## **Main duties and responsibilities:**

### **Safety First**

- Always work in a safe manner, ensuring the safety and wellbeing of all people in your working area. Maintain the highest standards of housekeeping, use of PPE, behaviour and adherence to procedures, instructions and agreed working practices.
- Be trained to deliver emergency first aid if required and investigate any accidents or incidents that may occur on shift

### **Shift performance and collaboration**

- Take full responsibility for the output performance of the shift , lead start of shift briefings, communicating any issues from previous shifts and allocating resource to dedicated machines based on production plan
- Attend daily management hub meetings and feedback on previous shift's performance
- Deliver shift handovers with collaboration of Quality Team and Setters
- Cover breaks for team members, operating machines to ensure continuous production

### **Production Runs**

- Work to planned production runs ensuring works orders, labels and any associated items are present, and all production/quality documentation is completed accurately
- Have a hands-on approach to work, supporting production and assembly areas

### **Quality Control**

- Ensure colleagues on shift always follow standard operating procedures (SOP) and quality control plans (QCP), accurately completing paperwork and records where required
- In conjunction with on shift setters conduct quality checks on first, mid and last-off samples and sign off parts in accordance with QCP
- Attend daily quality walks with QA team.
- Ensure limit samples (first offs) are always present, confirming that operators understand and follow the escalation process in the event of a non-confirming part
- Ensure that only trained colleagues operate the various processes in the production area and that exceptions are monitored through the 4M process

### **Leading the Team**

- As Team Leader for the production operatives on shift, build positive relationships with team members leading by example, maintaining discipline and a sense of urgency within team, and continuing to set high standards.
- Ensure colleagues wear the relevant PPE for tasks they are working on
- Monitor performance of team in all aspects of SQCDE
- Ensure team members are working in a safe and efficient manner, working to agreed start and finish times and taking specified breaks
- Action any requests for holidays from team members in accordance with our Holiday Policy and procedures
- Be the first contact for any absence or discipline issues, with support from management and HR teams

### **Training**

- Support team members to understand SOPs, demonstrating the required standard, monitoring, and developing new skills
- Ensure all training documentation is completed for each task being undertaken

### **Continuous Improvement**

- Collaborate with team members to suggest areas for improvement to improve Safety, Quality, Efficiency, Welfare and Reduce waste, Support continuous improvement activity within all departments of the business.

### **Guiding Principles**

- Work in line with the Group's guiding principles, policies and procedures as set out in the employee handbook and in various standard operating procedures.

### **The ideal candidate:**

We are looking for someone with the right experience, skills, and attitude to join our team. Duties will include:

- An experienced operator of plastic injection moulding machines, consistently working to quality standards and production targets
- Must be available to work a 3-shift system
- Have a safety-conscious attitude, keeping the production areas safe, tidy, and clean at all times
- Be able to oversee a team of people, building positive relationships with and commanding respect of colleagues
- Have the technical and communication skills to train new operators in our procedures and standards
- Self-sufficient and understands the importance of working as a team
- Always understand the importance of following SOPs, accurately completing paperwork and records
- Collaborate closely with the Setters on shift to ensure targets are achieved
- Have proficient reading, writing and numerical skills to understand and interpret training guides, standard operating procedures and quality information whilst being able to complete production reports
- Have good PC skills including Microsoft Office