

Etienne Pretorius

Senior manufacturing manager

📍 Pinetown, South Africa
📞 +27825136150
✉ pretorius@xis.co.za
🌐 www.linkedin.com/in/etienne-pretorius



SUMMARY

I have a strong track record of success delivering strategic improvements and operational efficiencies that drive business growth. In leadership roles, I've managed multiple factories, optimized HR systems, and implemented process controls that resulted in significant cost savings and increased production capacity. My ability to navigate complex business environments and lead cross-functional teams to achieve strategic objectives has been a key factor in my success. I have effectively integrated innovative technologies into business processes, which has been supported by my experience developing and executing comprehensive business plans, regulatory documentation, and strategic proposals. These skills have been critical in aligning business operations with both growth and compliance. My skills span across various domains such as regulatory compliance, business management, and project management—managing projects up to R4 million at PPG Industries and R1 million at Valspar. I've successfully handled responsibilities in lean manufacturing, inventory management, and production forecasting, working with large-scale financial and stock control measures. These accomplishments, along with my proficiency in key business tools such as Microsoft Excel, position me as an asset for roles that require leadership, strategic insight, business analysis and operational expertise.

WORK EXPERIENCE

March 2018-Current

Head of HR

🏢 PBC GROUP (PTY) LTD
📍 South Africa

Key Responsibilities:

- Managed HR systems, compliance, and talent management for clients ranging from 10 to over 400 employees.
- Developed and implemented training programs, performance management systems, and organisational structures.

Achievements:

- Delivered successful HR audits for 95% of retainer clients.
- Achieved a 100% success rate at CCMA hearings.
- Implemented employee wellness programs and competitive compensation plans.

2017-Current

FREELANCE TECHNICAL WRITER

🏢 Freelance
📍 South Africa

Key Responsibilities:

- Developed technical, legal, business, and academic writing for a diverse client base.
- Managed complex projects requiring high-level writing skills and strategic thinking.

Achievements:

- Provided technical and legal documents for high-profile clients, with a portfolio of work available upon request.

2016-2018

Senior Manufacturing Manager

 PPG INDUSTRIES SA

 South Africa

Key Responsibilities:

- Managed operations of four factories, overseeing production, maintenance, quality control, and inventory.
- Controlled an operational budget, ensuring year-on-year savings and increased production.

Achievements:

- Reduced operational expenditure by R10 million (14.25% savings).
- Increased manufacturing capacity by 25% annually.
- Improved first-time-right quality by 75% and reduced the reject rate to under 1%.

2007-2016

Inventory Manager & Factory Manager

 VALSPAR (SOUTH AFRICA) (PTY) LTD

 South Africa

Inventory Manager:

Key Responsibilities:

- Oversaw inventory control and warehouse management for three factories.
- Managed the logistics of raw materials and finished goods.

Achievements:

- Reduced distressed inventory to global standards.
- Managed a warehouse valued at R68 million.

Factory Manager:

Key Responsibilities:

- Managed production and team operations across three factories.
- Implemented production and cost control measures to ensure efficiency.

Achievements:

- Increased productivity to over 60 kilograms per man-hour.
- Maintained a reject rate of less than 1% over a 9-year period.
- Implemented lean manufacturing processes, including 5S and a three-shift system.

2006-2016

Head of HR

 EPIC HR T/A ETAIVA TRADING (PTY) LTD

 South Africa

Key Responsibilities:



- Managed HR operations, including employee relations, training, and organisational design.
- Ensured legal compliance and structured organisations to meet business goals.

Achievements:

- Managed HR for clients with up to 400 employees.
- Successfully handled all industrial relations, achieving 100% success at CCMA hearings.

2002-2006

FACTORY MANAGER

 CHEMICAL SPECIALITIES (PTY) LTD
 South Africa

Key Responsibilities:

- Managed inventory, warehousing, and logistics for multiple sites.
- Led production teams and ensured seamless factory operations.

Achievements:

- Commissioned new production equipment, optimizing factory operations.
- Redesigned production flow, significantly improving efficiency.

1993-2002



PRODUCTION CONTROLLER

 BARLOWORLD COATINGS
 South Africa

Various roles developing into a Production Controller

EDUCATION

2023-2023

 Khan Academy
 United States

Khan Academy, In progress

LEARNING TECHNOLOGIES FOUNDATIONS AND APPLICATIONS



2022-2022

 University of Illinois at Urbana-Champaign, Coursera
 Illinois, United States

University of Illinois at Urbana-Champaign, Coursera, May 2022

SQL (POSTSQL) DATA ANALYSIS

2022-2022

 DataCamp
 United States

DataCamp, May 2022

INSTRUCTIONAL DESIGN FOUNDATIONS AND APPLICATIONS

- INSTRUCTIONAL DESIGN FOUNDATIONS AND APPLICATIONS

-2020

BACHELOR OF LAWS

- 🎓 UNISA
- 📍 South Africa

BACHELOR OF LAWS (LLB)

UNISA 2020

- LAWS

2007-2010

MBA

- 🎓 Henley
- 📍 South Africa

MASTER'S IN BUSINESS ADMINISTRATION (MBA)

HENLEY 2010

- Business Administration

2002-2002

NATIONAL DIPLOMA

- 🎓 DURBAN UNIVERSITY OF TECHNOLOGY
- 📍 United States

DURBAN UNIVERSITY OF TECHNOLOGY 2002

- PRODUCTION MANAGEMENT

-1998

NDip

- 🎓 NATAL TECHNIKON
- 📍 South Africa

NATAL TECHNIKON 1998

- Production Management

SKILLS

Change Management Regulatory Compliance Strategic Analysis Business Analysis Financial Analysis
Analytical Development Operations Management Technical Analysis Project Control

Human Resources Management Performance Management Maintain Compliance Technical Writing
Writing Skills Academic Writing Business Writing Manufacturing Management Quality Control Budgeting
Production Control Manufacturing Operational Expenditure (OPEX) Inventory Management
Industrial Relations Legal Employee Relations Organizational Development/Management Warehousing
Logistics Management Cost Control Manufacturing/Industrial Processes Production Management
Productivity Management Lean Manufacturing Production Costing Team Lead/Manager Logistics

CERTIFICATIONS

Intellect Computer Training Solutions, Microsoft Gold Certified

Generative AI Fundamentals, Google Cloud

Responsible AI, Google Cloud

Managing Project Stakeholders, LinkedIn

Applying AI Principles, Google Cloud

Introduction to Large Language Models, Google Cloud

HONORS & AWARDS

EXECUTIVE COMMITTEE (EXCO)

THE SOUTH AFRICAN PAINT MANUFACTURING ASSOCIATION (EXCO)

SURFACE COATINGS EMPLOYER ORGANIZATION (EXCO)

South of Jo'burg Business & Tourism (SOJO)

Safrea (Full Member)

LANGUAGES

English - Fluent

WORK AUTHORIZATION

I am authorized to work in the following countries:

- South Africa