



Descripcion de Puesto

Job Description

Titulo del Puesto / Job Title:	Subordinados / Subordinates:	Fecha / Date:
Gerente de Excelencia Operacional / Operational Excellence Manager	Ingeniero Industrial / Industrial Engineer	January 2020
Reporta a / Reports to:	Gerente General / Plant Manager	
Departamento / Department:	OpEx / OpEx	

Objetivo del Puesto

Identificar, liderar y ejecutar la estrategia OpEx a través de métodos Lean & Six Sigma para alcanzar los objetivos financieros. Incluye la realización de assessments del negocio, planeación, facilitación, ejecución de eventos kaizen y sostenimiento a través de trabajo y procedimientos estandarizados.

Descripción de actividades

- Definir el plan estratégico de transformación lean en base al análisis de datos operacionales y financieros y soportado por propuesta de estimaciones de presupuesto y costo/beneficio.
- Trabajar con el equipo directivo para identificar y priorizar productos / value streams que representen el mayor beneficio para los resultados del negocio.
- Implementar y liderar planes de mejora continua dentro de la cadena de suministro, tal como manufactura esbelta y reducción de costos.
- Ser el experto en facilitar y liderar eventos de mejora continua, para enfocar la transformación y la mejora en la creación de flujo, establecer sistemas de jalón, 5S, administración visual, creación y adherencia de trabajo estandarizado, y la implementación de solución de problemas robusto.
- Administrar proyectos autorizados de OpEx, coordinando los recursos humanos y operacionales y definiendo los controles de presupuesto y tiempos para alcanzar los objetivos establecidos.
- Dar coaching, guía y entrenamiento al equipo de Operaciones para aplicar, soportar, sostener y desarrollar una cultura de mejora continua.
- Impulsar la transformación cultural del negocio construyendo equipos efectivos de trabajo, mientras se empodera al equipo táctico y operativos para presentar ideas y implementar mejoras y soluciones.
- Aplicar mejores prácticas identificadas a través de actividades de mejora continua a otras actividades que podrían beneficiarse de la implementación.
- Supervisar a sus colaboradores para asegurar el cumplimiento con las políticas, estándares y procedimientos de la compañía.

Position Summary

Identify, lead, and execute the OpEx strategy via Lean and Six Sigma methods to deliver bottom line, quantified results. This includes performing business assessments, planning, facilitation, execution of kaizen events, and sustainment through standard work and procedures.

Responsibilities

- Define lean transformation strategy based on analysis of operational and financial data and supported by proposed budget and cost/benefit forecasts.
- Work with the leadership team to identify and prioritize Products / Value Streams which drive highest business results.
- Implement and lead continuous improvement plans within the value chain, such as lean manufacturing and cost reduction.
- Facilitate and lead Continuous Improvement events as the subject matter expert, to focus transformation and improvement on creation of flow, establishing pull systems, 5S, Visual Management, creation of capable standard work, adherence to standard work, and solid implementation of rigorous problem solving.
- Manage approved OpEx projects by coordinating necessary human and operational resources and setting and implementing budgetary and timing controls to achieve chartered goals.
- Coach, counsel and train Operations team to apply, support, sustain and develop a Continuous Improvement culture.
- Drive the cultural transformation of the business by building effective teams, while empowering operational staff and associates to present ideas and create improvements and solutions.
- Leverage best practices gained through Continuous Improvement activities to other activities which would benefit from implementation.
- Supervise direct reports to ensure compliance with company policies, standards and procedures.



Calificaciones mínimas requeridas

- Escolaridad: Carrera profesional en ingeniería.
- Experiencia: 3 años de experiencia en procesos de manufactura.
- Habilidades computacionales: Manejo de Office & MS Project.
- Habilidades y conocimientos: Liderazgo, facilitación de equipos, trabajo bajo presión, fundamentos de manufactura esbelta, solución de problemas y trabajo en equipo, habilidad para ser mentor y facilitar cambio de cultura lean en un entorno con varios niveles de aceptación.
- Idiomas: Ingles conversacional.

Cualquier combinación de escolaridad y experiencia equivalente será tomada en cuenta para dar cumplimiento con los requerimientos.

Qualifications and required skills

- Education: Bachelor's Degree in engineering field.
- Experience: 3 years' manufacturing experience.
- Computer skills: MS Office & MS Project.
- Skills and knowledge: Leadership, team facilitation, work under pressure, fundamentals of lean manufacturing, problem solving and teamwork, able to mentor and facilitate lean culture change in an environment with varying acceptance
- Language: Conversational English.

Any combination of education and equivalent experience may be considered to comply with these requirements.

**JOB DESCRIPTION**

Support, train, mentor and coach all employees, engineers, and leaders on our Operating System principles, processes, and tools as defined in the Standard Implementation Framework. You will provide continuous improvement tools and processes to the area specialist and leaders. You will engage with the business to ensure continued execution and sustainability of the company. You will work across functions to progress the organization through differing gate reviews and ensure alignment with business objectives and goals. Work across all functions and levels of the organization to influence organizational and global change. Lead continuous improvement initiatives and implement change in the organization through use of Six Sigma and Lean principles. Interact globally with other organizations within the company to meet customer needs and drive business goals.

JOB ACTIVITIES:

- Training of employees
- Facilitate review meetings
- Mentor
- Site standardization
- Review of continuous improvement tools
- Lead change initiatives
- Lead Kaizen events
- Project management
- Provide status reports
- Track continuous improvement progress

QUALIFICATIONS**YOU MUST HAVE:**

- Bachelor's degree in Industrial Management, Supply Chain Management, Lean Manufacturing, Organizational Development or related field
- Green Belt Certification
- Productivity Project Deck Management experience
- Manufacturing Background

WE VALUE:



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| <ul style="list-style-type: none">• Finance Knowledge is a plus• Excellent communication skills• Significant project management• Significant experience leading Kaizen events• Dependability and responsiveness to others• Black Belt or Lean Expert Certification• Ability to influence at varying levels of the organization• Ability to independently deliver on complex situations• Masters degree• Ability to lead and motivate high performing teams | |
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