

Aurelian Manufacturing Pilot Production Line - Final Staffing Plan

Q1-Q4 2026 with Cross-Functional Role Coverage Strategy

Executive Summary

This comprehensive staffing plan outlines the minimum essential personnel for Aurelian Manufacturing's pilot production line with lights-out manufacturing capabilities. The plan emphasizes cross-functional role coverage and temporary assignments to maximize efficiency during the pilot phase before scaling to full production.

Core Team Structure with Cross-Functional Responsibilities

1. Production Manager (Priority Hire #1 - Q1 2026)

Primary Role: Overall pilot line management and lights-out operations oversight

Core Responsibilities:

- Production planning, scheduling, and workflow coordination
- Performance monitoring and continuous improvement initiatives
- Team leadership and cross-functional coordination

Cross-Functional Coverage:

- Temporary Operations Coordinator: Handles customer communication and order management
- Interim Supply Chain Manager: Manages supplier relationships and procurement
- Project Manager: Coordinates implementation milestones and equipment installation

Key Requirements:

- 5+ years manufacturing operations experience
- CNC machining and automation systems knowledge
- Lean manufacturing and process optimization skills
- Leadership and project management capabilities

Salary Range: NOK 850,000 - 950,000 annually

2. CNC Programming Lead (Priority Hire #2 - Q1 2026)

Primary Role: Advanced CNC programming and machining optimization

Core Responsibilities:

- Advanced CNC programming for 5-axis machining operations
- CAM optimization and toolpath development
- Setup procedures and machining parameter optimization

Cross-Functional Coverage:

- Interim Process Engineer: Develops manufacturing processes and workflow optimization
- Technical Trainer: Trains production operators on setup and operation procedures
- Manufacturing Engineer: Supports facility layout and equipment specification

Key Requirements:

- Expert-level CNC programming (Mastercam, PowerMill, or similar)
- 5-axis machining experience with complex geometries
- Aerospace/defense quality standards knowledge
- Training and mentoring capabilities

Salary Range: NOK 750,000 - 850,000 annually

3. Quality Engineer (Hire Q2 2026)

Primary Role: Quality control and compliance management

Core Responsibilities:

- Quality control procedures and inspection protocols
- AS9100/NORSOK compliance management
- Statistical process control and quality data analysis

Cross-Functional Coverage:

- Interim Documentation Manager: Creates and maintains SOPs and work instructions
- Customer Quality Representative: Handles customer quality requirements
- Compliance Coordinator: Manages regulatory requirements and audits

Salary Range: NOK 650,000 - 750,000 annually

4. Maintenance Technician (Hire Q2 2026)

Primary Role: Equipment maintenance and troubleshooting

Core Responsibilities:

- Preventive maintenance on CNC machines and automation equipment
- Troubleshooting and repair of mechanical/electrical systems
- Equipment calibration and performance optimization

Cross-Functional Coverage:

- Interim Automation Specialist: Supports robotic systems and automation equipment
- Safety Coordinator: Manages workplace safety and equipment safety protocols
- Facilities Technician: Handles general facility maintenance and utilities

Salary Range: NOK 600,000 - 700,000 annually

5. Senior Production Operator (Hire Q3 2026)

Primary Role: Machine operation and production support

Core Responsibilities:

- Machine setup and changeover operations
- Quality inspection and first-piece verification
- Material handling and workflow support

Cross-Functional Coverage:

- Interim Material Handler: Manages inventory and material flow
- Quality Inspector: Performs routine inspections and measurements
- Training Assistant: Helps train additional operators as team expands

Salary Range: NOK 550,000 - 650,000 annually

6. Production Operator (Hire Q3 2026)

Primary Role: Machine operation and production support

Core Responsibilities:

- Machine setup and changeover operations
- Quality inspection and first-piece verification
- Material handling and workflow support

Cross-Functional Coverage:

- Backup Maintenance Support: Basic maintenance tasks and equipment monitoring
- Shipping/Receiving: Handles incoming materials and outgoing shipments
- Data Entry Support: Assists with production data collection and entry

Salary Range: NOK 500,000 - 600,000 annually

AI Automation Functions Implementation

AI Implementation Specialist Role

Primary Focus: Implementing Rachel Woods' AI operations framework to automate SOPs and minimize manual intervention

Tier 1: Objective Tasks (Q1-Q2 2026 Implementation)

Production Data Management

- Automated collection and logging of machine performance data (OEE, cycle times, downtime)
- Real-time production metrics dashboard with automated alerts for deviations
- Automatic generation of daily/weekly production reports for management review
- Integration with ERP systems for seamless data flow and inventory updates

Quality Control Automation

- Automated quality data collection from CMM and inspection equipment
- Statistical process control with automatic trend analysis and control chart generation
- Automated non-conformance reporting and corrective action triggers
- Digital quality certificates generation for customer deliveries with full traceability

Inventory and Material Tracking

- Automated material consumption tracking and real-time inventory updates
- Predictive inventory management with automatic reorder points and supplier notifications
- Complete material traceability throughout the production process
- Automated supplier communication for material requirements and delivery schedules

Cross-Functional Coverage Matrix

Function	Primary Owner	Secondary Coverage	Tertiary Coverage
Production Management	Production Manager	-	-
CNC Programming	CNC Programming Lead	Senior Prod. Operator	-
Quality Control	Quality Engineer	Senior Prod. Operator	Production Operator
Maintenance	Maintenance Technician	Production Manager	Senior Prod. Operator
Material Handling	Production Operator	Senior Prod. Operator	Maintenance Technician
Customer Communication	Production Manager	Quality Engineer	-
Documentation	Quality Engineer	CNC Programming Lead	Production Manager
Training	CNC Programming Lead	Senior Prod. Operator	Quality Engineer
Safety Coordination	Maintenance Technician	Production Manager	Quality Engineer
Data Management	AI Implementation Specialist	Quality Engineer	Production Manager

Budget Summary

Annual Staffing Costs (NOK)

- Production Manager: 900,000
- CNC Programming Lead: 800,000
- Quality Engineer: 700,000
- Maintenance Technician: 650,000
- Senior Production Operator: 600,000
- Production Operator: 550,000

Total Annual Staffing: 4,200,000 NOK

Additional Costs

- Cross-training and development: 200,000 annually
- AI implementation tools and software: 300,000 annually
- Performance bonuses and incentives: 150,000 annually

Total Additional: 650,000 NOK annually

Grand Total Annual Budget: 4,850,000 NOK

Success Metrics and KPIs

Operational Efficiency

- Lights-out operation: 16+ hours daily by Q4 2026
- Cross-functional capability: Each team member qualified for 2+ roles
- Setup time reduction: 50% improvement through AI optimization
- Overall Equipment Effectiveness (OEE): 85%+ target

Quality and Compliance

- First-pass yield: 99%+ through AI quality monitoring
- Customer satisfaction: 95%+ rating on delivery and quality
- Compliance audit results: Zero major findings
- Automated quality data collection: 95%+ of all measurements

Financial Performance

- Cost per part: 50% reduction vs. traditional manufacturing
- Delivery time: 10x faster than industry standard
- Capacity utilization: 80%+ during pilot phase
- Revenue per employee: NOK 2M+ annually

Recruitment Timeline

Q1 2026 (January-March)

- Production Manager (January)
- CNC Programming Lead (February)
- Begin AI automation infrastructure setup

Q2 2026 (April-June)

- Quality Engineer (April)
- Maintenance Technician (May)
- Implement Tier 1 AI automation functions

Q3 2026 (July-September)

- Senior Production Operator (July)
- Production Operator (August)
- Deploy Tier 2 AI automation functions

Q4 2026 (October-December)

- Team optimization and cross-training
- Full lights-out capability testing
- Preparation for scaling to additional lines