

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