

## Head of Manufacturing – Southern China

- Regional opportunity
- Based in Shenzhen, China

- Compensation and Benefit Package: Negotiable

**ERLMS Limited is a professional management consulting firm specialising in providing Organisational & Human Resource Management Consulting, IT System Development & Solution and Executive Search services to companies worldwide.**

**Our client, one of the leading electronic and electrical components manufacturing companies, is seeking a Head of Manufacturing to be responsible for the manufacturing function of the company in China and Hong Kong.**

### **Reporting to the Managing Director, China, your primary responsibilities include:**

- Oversee and manage 3 manufacturing plants in Southern China and 1 manufacturing plant in Hong Kong to help achieve corporate growth and profitability.
- Oversee and manage all related activities with manufacturing plants, production and technical teams, production costs and quality, production planning and scheduling, production processes and product outputs to ensure manufacturing and production objectives are met.
- Oversee, direct, control and manage manufacturing and production teams and activities within the 4 manufacturing plants in Southern China and Hong Kong.
- Act as a member of the Organisation Southern China Leadership Team.
- Provide overall leadership and governance to the organisation to synergise multi-manufacturing site capabilities and to ensure cross-functional and site collaboration.
- Optimise the utilisation of available labour, equipment, materials and space to meet corporate objectives in relation to cost, health and safety, quality standards and production schedules.
- Plan and prepare cost and budget recommendations for each manufacturing plant to the Managing Director during annual budget review.
- Review and recommend manufacturing structure and production process changes and initiate maintenance work on plant building and equipment development, as and when necessary.
- Lead plant, production, quality control and health and safety, and engineering teams in manufacturing and production process management; ensuring:
  - Manufacturing, production, health and safety standards are in compliance with legal requirements and corporate guidelines,
  - Production assignments are conformed to defined process specifications and regulations and that production outputs achieve overall production quality and production targets,
  - Effective utilisation of resources and cost effective production costs which are in line with budgets,
  - Production delivery targets and product quality meets regulatory standards and customer satisfaction levels,
  - Effective production process, product quality and outputs and continual development of products and production processes,
  - Cost control and budget management and adherence responsibility and implement cost reduction programmes, if necessary, for products to be manufactured to achieve targets and budgets, and
  - Inventory and material flow within the each production unit and design and activate contingency plans to correct deviations wherever required.
- Establish and build strong relationships with union, government officers, customers, suppliers, distributors, contractors and other third parties.
- Provide direct leadership to the Plant Operations Teams, including lead and motive manufacturing and production teams and staff to perform to achieve desired results, ensuring optimisation of human resource input and resources.
- Build a broad professional network and to gain visibility to senior management within the organisation.
- Interact, build strong relationships and exert leadership influence on key internal stakeholders including senior business leaders and professional personnel of various business units, functions and departments.
- Investigate causes of delays, scrap and faulty work, and report, prioritise and manage improvement opportunities based on factual data analysis (SPC, audit results, capability indexes, etc.), close observation and employee communications.
- Ensure government regulations are complied and approved; customer demands are met, and correct interpretation and enforcement of company policies, rules, and regulations within the manufacturing organisation in Southern China and Hong Kong.
- Stay abreast of the latest industry trends, identify potential business partners and/or acquisition targets, conduct continuous benchmarking of operational excellence within the industry, help to determine potential and future manufacturing sites and have a keen sense of governmental and regional trends across all levels and functions.

### **KEY SKILL AND ATTRIBUTE REQUIREMENTS**

- Strong exposure to the electronics and electrical industry; a broad network of customers, peer business groups and country level contacts across China and Hong Kong
- Experience in managing a large revenue site and/or multiple site locations
- Demonstrated ability to run world class high volume manufacturing facilities
- Strong business acumen, visionary and foresight ability
- A strategic thinker to participate in and support the execution of business development programmes
- Exceptional leadership, interpersonal, communication and presentation skills
- Strong people management and development skills
- Strong capability in plant financial management and product development
- Trained in LEAN and 6-Sigma, with good experience in implementing such programmes across production facilities
- A confident, self assured, self-motivated leader who is capable of influencing corporate office and senior business leaders located in different parts of the world
- Demonstrated ability to operate in an 'East-meets-West' environment and culture
- Excellent command of Mandarin, Cantonese and English; speaking and writing

#### **WORK EXPERIENCE AND QUALIFICATION**

- Engineering degree or related discipline, with post graduate engineering degree or MBA is desirable
- 15+ years of relevant work experience with a minimum of 10 years' engineering production experience within a manufacturing environment
- Experience managing multi-manufacturing sites is highly preferred, in particular sites in China
- Experience in multi-functional areas such as process, facility, operations, quality, production planning and logistics as well as customer service or other business areas a plus

**High Calibre Local Mainland Chinese Candidates and Asian Expatriates are encouraged to write in immediately.**

**The Hiring Company would like to have someone on board as soon as possible. Interested candidates, please send in your application immediately.**

**To apply, please email your detailed resume with a covering letter explaining your suitability for the position to ERLMS Limited on [executivesearch@erlms.com](mailto:executivesearch@erlms.com). Please also indicate in the resume your current and expected salary packages.**

**ERLMS Limited**

Management Consulting & Services

All information collected is solely for recruitment purpose and will be treated in the strictest confidence.