

Position	Manager - Fabrication
Department	Production
Location	Kharagpur
Reports to	Head – Manufacturing
Reported by	Production, Machine Shop Teams
Role Objective	

- Responsible for ensuring achievement of all Fabrication Targets related to Quantity, Timeliness, Quality and Cost-effectiveness
- Plan and schedule for fabrication activities in synchronization with production plan
- Achieve production target as per plan through proper shop loading & utilisation of resources.
- Providing suggestions for further improvements in process and techniques for efficient utilization for better performance & cost effectiveness.
- To develop quality manpower and ensures optimum utilization of resources to achieve targets in time

Responsibilities

Operational:

- Aligns manufacturing process with the best in class process and techniques
- Responsible and execute resource allocation plan in terms of raw materials, manpower, for optimum utilization as per machine production plan.
- Executes efficient functioning in line with the specified production processes and standards keeping in mind the customer needs.
- Devises proper planning and resource allocation procedures into micro level fabrication plan
- Executes fabrication work; metal cutting, advanced welding technologies, machine shop activities
- Builds Quality–Orientation into the fabrication process with adherence to SOPs, ISO standards etc.
- Maintains a safe and pollution-free working environment for the fabrication shop.

Financial:

- Plans cost reduction initiatives in his area of operation
- Ensures cycle time reduction through higher efficiency and better coordination
- Anticipates problems and takes action in process in so that the cost of manufacturing (including conserving energy – power, water etc. to minimize cost of utilities) remains within the budget.
- Reduces rework and redo cost

People:

- Assumes overall responsibilities to develop motivate and lead his team and establish mechanisms to groom potential managers
- Ensures timely implementation of Performance Management Systems as per guidelines.
- Takes initiatives and encourages team to undergo technical trainings to upgrade their skill levels.
- Provides inputs to individual developmental plan of all the subordinates and also evaluate the effectiveness of the training provided.
- Ensures optimum allocation of resource.
- Monitors the initiation steps to demonstrate cultural change and enhancing image building organization.

Internal Interface

- All related internal departments

External Interface

- Customer
- Collaborator
- Supplier and Vendors

Education

- BE / B-Tech in Mechanical

Experience

- 8-10 years of relevant experience in related industry
- Minimum experience of 3 years in heavy engineering industry

Functional Skills

- Understanding of heavy industry related products
- Production process understanding
- Fabrication Planning & Scheduling
- Fabrication Process understanding
- Environment, Health & Safety understanding

Behavioural Skills

- Customer Orientation
- Change Management
- Execution Excellence
- Achievement Orientation
- Decision Making
- Personal Effectiveness
- Impact and Influence
- Nurturing Teams