

# Plant Manager

## About Albea & the Product line that is recruiting

Albéa is a global leader in beauty, personal care, oral care, pharmaceutical and food packaging. Our site, Albéa Querétaro is specialized in Laminate Tubes for Oral Care, Hair Care, Cosmetics & Pharmaceutical Markets.

## Scope

- This position directly reports to the Cluster Manager and involves the management of the plant of Querétaro.
- This plant employs 157 employees and produces packaging such as tubes.

## Main activities

- Define the EHS policy and action plans for the plant and lead the EHS committee
- Define the strategic objectives for the plant and build the operating agenda
- Develop with the sales team the business of the activity and manage closely the main Customer
- Define and implement the appropriate organization
- Manage and develop the team: performance evaluation, development of competencies, etc.
- Drive the management committee of the plant and set-up routines and governance.
- Take appropriate actions in case of deviation of the results, or crisis.
- Supervise Supply Chain process to meet lead time requirements and control the inventory.
- Implement a sustainable quality system and drive the quality organization
- Define the continuous improvement priorities and drive the deployment of the progress plan.
- Manage the workforce in the Plant : define the needs, adapt the workforce to the business, identify the needs of competencies. Contribute to the strategy of the Cluster and bring support to other plants if needed
- Manage unions relations in collaboration with the HR department on the Plant

## Accountability including KPIs

- Guarantees the achievement of 0 accident
- Guarantees the achievement of monthly results : EBITDA, volume, stock, OEE, scrap level, EBB
- Guarantees the development of the business on existing products with sales by understanding customers' explicit or implicit needs to build the appropriate offer with sales team
- Guarantees the engagement of the teams (achieve turn over rate target) and the implementation of a culture of change and customer first.
- Guarantees immediate recovery if any deviation on results vs budget : find immediate actions and adjust the structure to the business if necessary
- Guarantees the increase of the operational result of the plant by improving the efficiency of the

existing equipments, increasing the output, CI transformation and cost reduction.

- Guarantees the improvement of the reputation of the plant in the eyes of the customers by a reliable new product development process, an appropriate crisis management and an improvement of quality and Supply Chain indicators.
- Guarantees the launch of new products/process on time, in budget, with level expected of quality and efficiency

### **Profile (Experience & qualifications)**

Experience and education

- Engineering degree, MBA is a plus
- 18 years of experience in a manufacturing environment with fast moving products and high standards/systems for Quality and Continuous Improvement.
- Strong experience in managing P&L and operational cash flow Experience in a multi-national company with complex matricial organization
- Successful experience in change management as a Team Manager

Knowledge/Technical Skills required

- Good written and oral skills in English
- Basic Knowledge of Finance, Operations, Engineering, Maintenance, Quality and Materials and Performance Management.
- Knowledge of employment laws & safety management in a plant Knowledge of SAP

Leadership skills

- Win as One Team - Breaks silos. Actively supports and contributes to the success of other departments
- Build The Future – Integrates changes positively. Helps teams to follow and adapt. Ensures buy-in
- Create Value for All – Has a sense of service towards internal & external customers

### **FUNCTION**

---

General Management

### **LOCATION**

---

Queretaro

### **APPLICATION EMAIL ADDRESS**

---

jobs.queretaro@albea-group.com

## TYPE OF CONTRACT

---

Permanent

## DESCRIPTION

---

Responsible for the the profitability of the plant, through the different departments that report to it, applying the best administrative and manufacturing practices available in the industry, to guarantee the success of the results.