



One Technology Drive.
Uxbridge, MA 01569
Phone (401) 762-5100 * * Fax (401) 762-5111

JOB DESCRIPTION

LEAN Production Manager

DEPARTMENT: Operations
REPORTS TO: Director of Operations
FLSA STATUS: Exempt
STATUS: Full-Time
PAYROLL CODE:
PREPARED DATE: ASAP
APPROVED BY:
APPROVED DATE:

SUMMARY: Iradion Laser, Inc., is seeking a LEAN Production Manager to work in our new Uxbridge, MA facility. Iradion is rapidly becoming the world-leader in RF-Driven CO2 lasers for use in Industrial, Medical, and Military applications.

Iradion Laser, Inc. is a global company with headquarters in Uxbridge, MA. It was founded in 2007 and manufactures and develops in the area of mid-infrared CO2 Ceramic Lasers.

The companies Vision: "Become leading global provider of RF driver sealed CO2 lasers."

ESSENTIAL DUTIES AND RESPONSIBILITIES: (Other duties may be assigned)

- Oversee Production of Laser sources and make routine adjustments to work assignments, production processes, and equipment to meet production schedules and targets.
Responsible for achievement of Production targets including, productivity, on-time-delivery, and quality.
Identify and execute on opportunities to continuously improve, with focus on the Production Floor.
Be a LEAN Leader using data and experience to identify opportunities for improvement, implementing and measuring solutions. Participate in Kaizen, 5S, and other LEAN activities.
Generate production reports and statistics, and be able to present information to the Sr. Management Team.
Participate in technical teams to determine the root cause of failures and problems. Recommend countermeasures or changes, collaborating with Maintenance, Engineering, and QC.
Statistically analyze production data and identify trends, problems, and opportunities for improvement.



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- Supervise the work performance of hourly employees, which includes giving daily work direction, training and coaching for development, conducting performance reviews, monitoring attendance, and administering disciplinary action as needed.
- Host a daily meeting with Production workers to understand any issues inhibiting optimal production flow and to communicate the required production quantities.
- Ensure work instructions, company policies, quality and safety standards are followed at all times.

OTHER SKILLS AND ABILITIES:

- Supervision, Coaching, Managing Processes, Continuous/Process Improvement, Production Planning, Problem-Solving, Technical Troubleshooting, and Strategic Planning.
- Good communication (verbal and written) skills, along with demonstrated positive leadership skills with experience in teambuilding/motivating practices to support company initiatives.
- Working knowledge of manufacturing operations processes and procedures.
- Must have attention to detail and math skills to calculate yields, variances, material and labor costs.
- Must have MS Office (Word, Excel, PowerPoint) skills at intermediate level, along with experience in writing procedures, and creating forms, visual aids, graphs, and presentations.
- Excellent people skills, with an ability to partner with a dynamic leadership team
- Possesses personal qualities of integrity, credibility, and commitment.
- Flexible and able to multitask; can work with an ambiguous, fast-moving environment.

EDUCATION AND/OR EXPERIENCE:

- Required** minimum of 5+ years' Production Management experience in a high-volume, lean environment.
- A four-year college degree in a STEM curriculum preferred, or equivalent experience.
- Experience in the Laser, Optics, or Photonics industry preferred.
- Experience with lean concepts and strategies: 5s, Value Stream Mapping, Kaizen Events, and LEAN Tools

OTHER QUALIFICATIONS:

Physical Demands:	<p>The physical demands described here are representative of those that must be met by an employee to successfully perform the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.</p> <ul style="list-style-type: none"> <input type="checkbox"/> Stand under 1/3 of the time. <input type="checkbox"/> Walk under 1/2 of the time.
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IRADION

Ceramic Core CO₂ Lasers

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	<ul style="list-style-type: none"> <input type="checkbox"/> Required to sit for long periods of time. <input type="checkbox"/> Use hands to finger, handle, or feel 1/3 to 2/3 of the time. <input type="checkbox"/> Reach with hands and arms 1/3 to 2/3 of the time. <input type="checkbox"/> Talk or hear 1/3 to 2/3 of the time. <input type="checkbox"/> Lift up to 10 pounds under 1/3 of the time. <input type="checkbox"/> The above physical demands include duties such as sitting at work station using PC, making and receiving phone inquiries, packing files, move within company to communicate with other departments.
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Work Environment:	<p>The work environment characteristics described here are representative of those an employee encounters while performing the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.</p> <ul style="list-style-type: none"> <input type="checkbox"/> Working conditions are normal for an office environment and may require occasional weekend and/or evening work. <input type="checkbox"/> Moderate noise (examples: business office with computers and printers, light traffic and visits to factory). <input type="checkbox"/> Some travel (10%-25%) to various Company regions, trainings, etc. may be required during the year.
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Personality: Self-driven, results-oriented with a positive outlook, and a clear focus on high quality and business profit. A natural forward planner who critically assesses own performance. Mature, credible, and comfortable in dealing with customers. Keen for new experience, responsibility and accountability. Able to get on with others and be a team-player.

Personal Situation: Able to spend a few nights away without upsetting domestic situation. Able to commute reliably to office base. Able to work extended hours on occasions when required.

Specific Job Skills: Able to communicate well in a multi-cultural team on a technical and inter personal basis. Ability to communicate effectively between the management team and the factory employees.

Computer skills: Must be adept in use of MS Office 2000 or later, particularly Excel and Word, and, Internet and email. Knowledge of SAP is a +

Business and Management Skills: Understanding the impact of decisions on P&L and balance sheet is a requirement. Must be an excellent face-to-face communicator. Able to demonstrate success and experience managing diverse team.