



THE OPPORTUNITY

LAI International is seeking an experienced Manufacturing Operations Leader to join its dynamic and growing East manufacturing facility, located in Westminster, MD.

ABOUT LAI INTERNATIONAL

LAI International is a leading contract manufacturer of precision-engineered finished parts, components and subassemblies for aerospace, power generation, defense, medical, electronics and other advanced technology industries. Their technology, engineering and manufacturing solutions are used to build components for airframes, aircraft engines, power generators, defense systems, medical devices and other mission-critical applications.

To learn more about LAI International visit www.laico.com

THE POSITION SUMMARY

This position reports to the Corporate Vice Presidents of Continuous Improvement and Manufacturing Excellence. Executing the Corporate strategic plan, the primary purpose is to direct the activities of the plant's manufacturing operations including production, scheduling, facilities/equipment maintenance, and other manufacturing support functions. The position is accountable for achieving and sustaining manufacturing excellence via continuous improvement in the areas of:

Through-put generation, resource management, and control of operating expenses.

Customer Satisfaction measurements to include on-time delivery, utilization of customer-provided material, defect rate, and responsiveness to customer concerns.

PRIMARY RESPONSIBILITIES

Manufacturing:

- Work with senior management to identify improvements in processes needed to support increased capacity, cost reductions, and quality improvements. Execute corporate plans to implement these improvements.
- Ensure that manufacturing operations are conducted in accordance with controlled manufacturing plans, in compliance with company quality system, and in accordance with ISO9001, AS9100 and customer standards and specifications.
- Prepare, maintain, and monitor manufacturing schedules.
- Plan for and acquire adequate resources to complete objectives.
- Design and optimize manufacturing processes through the implementation of Lean Production Methods and the application of statistical process control.
- Identify solutions to production problems relating to materials, processes and tooling.

Financial:

- Strong understanding of production costs, standard cost methods, analysis of variation and integration of business management practices and modern technology (Enterprise Resource Planning).

Customer Service:

- Support customer site visits and interface with customer representatives as required to support and grow relationships leading to additional business.

- Respond professionally and promptly to customer concerns associated with manufacturing operations at the site.

Human Resource: *(Supported by Corporate Human Resources)*

- Ensure the smooth day to day operation of the plant by mentoring supervisors on all personnel-related activities, including determining the need for new positions, recruiting and hiring qualified applicants, problem solving employee relations issues, conducting performance appraisals, and terminations.
- Provide a positive, professional working environment by serving as a role model to establish and monitor open channels of communication between all staff and with management.
- Is the champion of an organizational culture that values and supports staff and understands staff to be one of the organizations prime resources, which needs to be cared for and nurtured.

Facility:

- Monitor all aspects of building maintenance by supervising and directing the maintenance staff. Oversees confidentiality, security, and physical safety of visitors and staff.
 - Represent plant to contractors and/or their subcontractors, architects and others to oversee completion and proper function of building, equipment and grounds. Ensure plant meets all OSHA and other state and federal government regulations.
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QUALIFICATIONS

- Bachelor of Science with a concentration in science, mathematics, or manufacturing technology.
- Minimum of five years relevant experience.
- Familiarity with ISO 9002 standards and processes.
- Must have ability to read and interpret machining blueprints and specifications.
- Familiarity with statistical analysis methods.
- Familiarity with the principals of lean manufacturing and Theory of Constraints.
- Familiarity with ERP Systems. Experience with Syteline highly desired.
- Must be a US citizen.

KNOWLEDGE, SKILLS AND ABILITIES

- Ability to work with multiple complex issues simultaneously.
- Ability to apply logical thinking to a wide range of intellectual, analytical, and complex problems.
- Ability to implement long and short range goals for the organization, taking into consideration the mission of the organization.
- Ability to relate to people at all levels of the organization.
- Ability to effectively present complex information to managers and staff.
- Ability to empower staff to the highest level of quality and commitment to the organization.
- Ability and familiarity with changing and maintaining an organizational culture which is client and employee focused. Must be able to model and lead others in a caring and fair manner.

COMPETENCIES

- Design - Generates creative solutions; Demonstrates attention to detail.
- Problem Solving - Gathers and analyzes information skillfully.
- Customer Service - Responds promptly to customer needs; Solicits customer feedback to improve service; Responds to requests for service and assistance.
- Oral Communication - Speaks clearly and persuasively in positive or negative situations; Listens and gets clarification; Demonstrates group presentation skills.
- Initiative - Takes independent actions and calculated risks; Looks for and takes advantage of opportunities; Asks for and offers help when needed.
- Innovation - Displays original thinking and creativity; Meets challenges with resourcefulness; Generates suggestions for improving work; Develops innovative approaches and ideas; Presents ideas and information in a manner that gets others' attention.

COMPENSATION

- \$75,000 - \$80,000 base salary.
- An exceptional benefit package including health, dental, life, disability, 401(k) retirement plan, paid time off benefits, and a pay-for-performance incentive program is provided.

LAI is an Equal Opportunity Employer

To Apply:

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