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NOVEMBER 2022

**PRODUCTION ENGINEERING AND QUALITY LEADER - CNC MACHINING**

(Fareham, Hampshire)

**The Opportunity**

Over the past several decades the pace of change has continued to increase and product life cycles have generally shortened. During this time, the UK's burgeoning university science and technology sector has strengthened its role in research-based product development. Post Brexit, these UK niche technical products continue to be in demand worldwide.

Through the same period, hands on manufacturing within UK has become less fashionable, resulting in a steady erosion of both technical knowledge and capacity to produce. However, with shorter product life cycles and poorer geo-political stability, for those supporting the UK niche scientific and technical product supply chain, new opportunities have been arising.

Product manufacturers developing at a pace, want help ironing out the "devil in the detail" around their designs so they achieve stability, secure supply and can move onto the next iteration or big thing.

For Penta Precision's team this presents the opportunity to forge closer relationships with customers that value and benefit from a knowledgeable, proactive, improvement-focused partner.

To support this opportunity, Penta is looking for a people-focused engineer to lead, manage and be accountable for the production engineering and quality function in our business.

**Why Now?**

Following a period of growth, Penta expanded into purposely prepared premises in October 2021. In the following 12 months to November 2022, the company has delivered three years' growth in one. Penta is on target to repeat this success over the coming three years.

To the Penta team, what we're equally excited about is how much better we can become internally. Our Manufacturing Operations Leader needs an experienced, team-focused Production Engineer & Quality Leader to own that function in the business.

If this has sparked you interest, then please read on.

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## **MISSION – Production Engineering & Quality Leader**

Accountability for the Production Engineering and Quality function to deliver continually improving internal and external quality outcomes, customer satisfaction, invoiced sales and gross margins achieved thus promoting sustainable, profitable internal growth to the benefit of the whole company and its employees.

<b>OUTCOME</b>	
<b>1</b>	<p><b>Leadership, Management and Accountability (LMA) of the Production Engineering and Quality function.</b></p> <ul style="list-style-type: none"> <li>• Make decisions for the greater good based on the V/TO, Penta Flywheel, LEAN and continuous improvement best practice.</li> <li>• Continuously improve the EOS five leadership abilities.</li> <li>• Continuously improve the EOS five management abilities.</li> <li>• Performing whichever duties are necessary to cover sick, holiday, peak and cover capacity loading requirements throughout the business.</li> </ul>
<b>2</b>	<p><b>Production Engineering and Quality plans.</b></p> <ul style="list-style-type: none"> <li>• Accountable for individual component production engineering and quality manufacturing process routings.</li> <li>• Produce standardised robust internal production engineering and quality manufacturing process routings.</li> <li>• Produce standardised robust external production engineering and quality manufacturing process routings.</li> <li>• Leading technical development of production engineering and quality manufacturing process.</li> <li>• Support the front-end team with production engineering and quality requirements for larger and complex potential customer contracts.</li> </ul>
<b>3</b>	<p><b>Simplify, structure and systemise Penta’s ISO9001:2015 LEAN quality system.</b></p> <ul style="list-style-type: none"> <li>• Accountable for ISO 9001:2015 quality management system throughout the business.</li> <li>• Develop LEAN best practice in first off, in process, final inspection and related documentation.</li> <li>• Coordinate subcontract supplier development and approval.</li> <li>• Coordinate capital equipment expenditure assessments and recommendations.</li> </ul>
<b>4</b>	<p><b>Production engineering and quality learning.</b></p> <ul style="list-style-type: none"> <li>• Accountable for the 8D NCR process and customer communication.</li> <li>• Expediting 8D NCR meetings within 24 hours, investigations, decisions and implementation of the corrective and permanent preventative actions within 30 days.</li> <li>• Expedite weekly processing of works order feedback, investigations, decisions and implementation of improvement actions within 30 days.</li> </ul>
<b>5</b>	<p><b>Continuous improvement of Production Engineering &amp; Quality department, team and self</b></p> <ul style="list-style-type: none"> <li>• Implement, report and monitor weekly scorecard and personal measurables.</li> <li>• Coordinate the departmental daily and weekly L10 meeting pulse.</li> <li>• Complete Quarterly “Rock” projects and weekly “To Do” action items</li> <li>• Continuously improve production engineering and quality, simplified, structured, systemised LEAN processes, documented and followed by all</li> </ul>

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**What kind of person might see this role as a good fit?**

1. A “we” thinker, rather than an “I” thinker, empathetic and low on ego.
2. A leader of people and champion of process.
3. Alert and curious, you see the detail, the risk, as well as the bigger picture.
4. Qualified by experience with engineering and manufacturing qualifications.
5. 10+ years post apprenticeship hands-on knowledge of programming and setting CNC precision machining work experience.
6. 5 + years experience production engineering practical knowledge and experience in planning and managing both internal processes and subcontract processes to deliver successful outcomes.
7. Personable, open, communicative with good questioning and listening skills to coach and develop the team.
8. Efficient, humbly confident, self-starter that will thrive in an entrepreneurial environment.
9. Analytical thinker with excellent problems solving skills.
10. Ability to project manage, lead change through a few focused KPI’s and continuous improvement.

**We offer:**

In return Penta offers:

- Competitive salary.
- Company performance related bonus scheme.
- 33 days annual leave including statutory holidays.
- Company sickness scheme (subject to qualifying criteria).
- Company auto enrolment pension scheme (subject to qualifying criteria).
- The opportunity to lead and develop a forward-thinking company.

Standard hours:            Mon – Thursday:            7.30 am to 5.00 pm, 30 minute lunch break.  
   Friday:                            7.30 am to 12.30 pm.  
   41 hour a week.

If this sounds like a good fit for you then please firstly submit a C.V. to [recruitment@pentaprecision.co.uk](mailto:recruitment@pentaprecision.co.uk). Please also visit; <https://www.16personalities.com/free-personality-test> , complete the assessment and email a copy of your results to [recruitment@pentaprecision.co.uk](mailto:recruitment@pentaprecision.co.uk).