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PRODUCTION TEAM LEADER – CNC MILLING.

Are you looking for a more fulfilling work life experience and new post Covid-19 challenge? Perhaps you are a highly experienced CNC miller (programmer & setter) looking for the opportunity to step up to take a lead role?

Penta Precision is an ISO9001 subcontract machining company, manufacturing components for aerospace, medical, electronics and scientific equipment manufacturers. We process prototype, low to medium batch production in aluminium, engineering plastics, stainless and tool steels. Please visit www.pentaprecision.co.uk to understand more about our service.

Penta' is a progressive, expanding business looking to invest in people with great values and skills who want to join our journey to become:

"The engineering company where everyone wants to work and who everyone wants to buy from."

Reporting to and advising the Manufacturing & Quality Leader, you are accountable for the day to day supervision of employees in the Milling Department to maximise production efficiency, on time delivery and ensure consistent "better than the norm" quality of the items being manufactured in a continuous improvement environment to facilitate sustainable business growth.

The company requires an experienced Production Team Leader to make decisions and conduct themselves in a manner that consistently demonstrates Penta's Core Values. Working under your own initiative, leading, managing and being accountable for the department's actions and possessing the confidence to make decisions using a rationalised, commercially aware thought process in the best interests of the whole Penta' team.

The main duties of the position are detailed below. The time dedicated to each of the duties of the roll will ebb and flow to suit the changing day to day production requirements.

In return Penta offer:

- Competitive Salary.
- A progressive, engaging work environment.
- Job security, training and career opportunities.
- The opportunity to earn overtime.
- Company group profit 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).

Candidate Profile

1. Demonstrate alignment and the ability to live and work by Penta's Core Values.

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2. Self-starting team player with the desire to develop a team and work in a progressive company.
3. Good organisational skills, ability to manage and prioritise workload in a changing environment.
4. Solid leadership, supervisory, people and communication skills.
5. Comprehensive knowledge and ability to interpret engineering drawings and geometric tolerances.
6. Extensive experience developing working methods, CAD/CAM offline programming, setting and operating CNC milling machines. Training will be provided on our EzMill and Fusion 360 packages if required.
7. Extensive hands on experience of using all types of traditional metrology measuring equipment.
8. You will be analytical, accurate and thorough in all aspects of your work.
9. Familiarity with an ISO9001:2015 quality environment.
10. Promoting and having a continuous improvement focus.
11. Computer literate with Microsoft Office applications. Experience with ERP/MRP software packages would be of benefit but not essential.
12. Flexible to be able to help out in other departments.

MISSION – PRODUCTION TEAM LEADER - MILLING

To develop individuals to be great technicians, communicators, collaborators and milling team members. To be accountable for continuously improving the quality outcomes, throughput, invoiced sales and gross margins achieved by the milling department and thus promoting sustainable, profitable internal growth of the department and whole company to the benefit of its employees.

OUTCOMES	
1	<p>Leadership, Management and Accountability (LMA) of the milling department.</p> <ul style="list-style-type: none"> • Coordination and collaboration of the team and assist in shop floor planning. • Technically advise on all aspects of engineering, working methods, CAD/CAM, programming, setting, machining and tool making. • Resolve technical, quality, tooling and working method issues promptly. • Coordinate and perform SMED processes. • Coordinate and resolve machine break downs.
2	<p>Developing disciplined people, to have disciplined debate and take disciplined action as an aligned team.</p> <ul style="list-style-type: none"> • Work to technically develop the milling team. • Coach and mentor in communication, collaboration and aligned team working skills. • Coordinate and arrange cross training to increase internal security. • Hold Quarterly Conversations with all direct reports. • Encourage and collate feedback and “red flag” issues.
3	<p>Developing the milling department processes to continually improve quality outcomes and workflow.</p> <ul style="list-style-type: none"> • LMA the departmental continuous improvement agenda and Lean mind set. • Contribute, develop and implement milling department leading indicators and measures. • Hold immediate works order investigations at job changeovers • Chair the weekly Milling Department L10 meeting. • Complete Quarterly “Rock” projects and weekly “To Do” action items. • Contribute to capital expenditure assessments and decisions.
4	<p>Improving the internal and external quality outcomes of the department.</p> <ul style="list-style-type: none"> • Assisting with first off inspection. • Coaching and mentor robust, secure working methods and in-process inspection. • Stimulate a “better than the norm” quality mind-set. • Conducting, coordinating and participating in 8D-NCR investigations. • Following ISO9001:2015 procedures and feedback systems.
5	<p>Complete any other duties.</p> <ul style="list-style-type: none"> • Be a Competent Person and Fire Marshall. • Support the team by assisting through sick and holiday cover. • Complete production purchasing from time to time.

