



## Operations Manager

### Company Overview

Headquartered in Grange Co. Sligo, SF Engineering is an established manufacturer of turnkey production systems for the consumer foods industry. Operating from locations in Sligo and Cambridgeshire, UK, the company is undergoing rapid expansion to fulfil demand for its highly engineered solutions which combine leading-edge technologies with advanced design methodologies and customer service.

SF Engineering employs 120 people and has customers in over 60 countries, worldwide. The company has a strong track record of growth and the business has been built upon high levels of customer satisfaction.

SF have a strong emphasis on team ethos and positive motivational culture. Our employee's success is our success. We offer our employees exciting challenges working at the leading edge of food processing technologies and opportunities for career advancement in a dynamic international environment.

### Role Overview

Our expanding company is seeking to hire an operations manager to join our leadership team. In this role, you are in charge of **overseeing the entire manufacturing process** at our Sligo site. You will lead the personnel responsible for each stage of production to help the company produce **high-quality engineered to order products in a cost-efficient manner**.

The role involves making important policy and strategic decisions, as well as the development and implementation of operational policies and procedures. You will also be assisting our Human Resources department with recruiting, when necessary, and help promote a company culture that encourages morale and performance.

Successful candidates will have prior experience in a management or leadership position – preferably in a fast moving industrial environment. A deep understanding of financial management is also a plus.

### Core Responsibilities include:

- Provide leadership for the operation.
- Help promote a company culture that encourages top performance and high morale.
- Manage, coach & create a highly functional, high performance team while ensuring cross training within the business
- Assist HR with recruiting when necessary.
- Support worker communication with the management team.
- Hiring, training, assigning, scheduling, coaching, and disciplining employees.
- Outlining the company's expectations to employees.
- Planning, monitoring, appraising and reviewing staff's work.



- Make important policy, planning, and strategy decisions.
- Develop, implement, and review operational policies and procedures, aligning with best practice
- Work with senior stakeholders.
- Work with the board of directors to determine values and mission, and plan for short and long-term goals.
- Identify and address problems and opportunities for the company.
- Ensure all operations are carried on in an appropriate, cost-effective way
- Establish and enforce health and safety standards – driving safety culture
- Find ways to increase the quality of customer service
- Work with Finance on budgeting, reporting, planning, and auditing.
- Examine financial data and use them to improve profitability
- Perform quality controls and monitor production KPIs
- Managing relationships with key vendors.
- Purchase materials, plan inventory and oversee warehouse efficiency

**Skills, knowledge & experience:**

- Proven work experience as Operations Manager or similar role
- Excellent leadership qualities, positively leading by example – ability to motivate direct reports, develop teams, and effectively managing performance.
- Demonstrated ability to manage assigned team and provide coaching and feedback, including responsibility for all employee actions and partnering with HR on all aspects of employee relations.
- Ability to facilitate HR strategy in team staffing and retention to support plant productivity and quality goals as determined by customer requirements.
- Results driven – self-motivated with a proven record of meeting/beating targets, deadlines and commitments with ability to drive achievement of objectives.
- Experience of managing compliance with Quality, Health & Safety procedures.
- understanding of procurement and logistics functions in an industrial environment
- Solid understanding of financial management and budgeting-delivering budget in terms of production volumes, costs, capex
- Strong working knowledge of Microsoft Office Suite
- Working knowledge of Auto Cad & SolidWorks would be advantageous.
- Focus on continuous improvement and innovation.
- Ability to ensure excellent levels of customer service & product quality