

Continuous Improvement Mfg/Process Engineer

SUMMARY

Direct, coordinate and actively create a sustainable culture of continuous improvement that delivers results through responsibilities including assessment of the current business processes and activities, development of the future state vision, and execution of Rapid Improvement Event (kaizen) action plans. The role will serve as a catalyst to develop customer-driven value streams that create flow of information, activity, and products. Prioritize and execute training and deploy the tools, principals, and processes that eliminate waste. Responsible for identifying opportunities, developing/executing action plans, and delivering results. In addition, will partner with and coach leadership teams to create a continuous improvement culture that routinely hits its goals relative to profitable growth, productivity, customer allegiance, Safety, Quality, Delivery, and C. I. individual development aligned with the dormakaba Roadmap.

ESSENTIAL DUTIES AND RESPONSIBILITIES

- The implementation of site development roadmap towards a continuous improvement culture
- Drive the establishment of practices and visual management systems that provide our process a compliance voice to company directives and practices
- Role Model / Train Lean Business Systems, Tools, and Techniques
- Demonstrate an action-biased culture of continuous improvement to identify and improve Key Performance Indicators (KPIs), in the areas of Safety, Quality, Delivery, through the development of people
- Establish and mature the Lean Management System (Tiered daily management systems, Gemba walks, and leader standard work) and other tools to transform the culture
- Work with site leadership process owners to define the case for change (e.g., business case and impact targets to attain objectives) across value streams and support areas
- Design and deploy a process for individual operational excellence process improvement and Lean capability including:
 - a. Building the site team
 - b. Facilitating in support of process owner's improvement activities
 - c. Setting impact targets aligned to KPI objectives with the management team and process / activity owners
- Provide leadership in problem-solving efforts on key activities to improve SQD and team development
- Track impact and progress milestones, recognize stakeholders' solutions to eliminate waste



- Identify improvement opportunities using a data driven approach, formulate and execute projects to achieve improvements and sustain and measure the results
- Maintain a current understanding of continuous improvement practices and developments in the field is critical

QUALIFICATIONS

To perform this job successfully, an individual must be able to perform each essential duty satisfactorily. The requirements listed below are respective of the knowledge, skill, and/or ability required, but are not intended to be all-inclusive. Reasonable accommodations may be needed to enable individuals with disabilities to perform the essential functions.

EDUCATION AND EXPERIENCE

Education: BS/ AAS degree in mechanical, manufacturing, industrial engineering or engineering technology or physics, mathematics, or statistics or equal experience.

LEADERSHIP AND TEAM SKILLS

Excellent interpersonal and organizational skills. Ability to collaborate and communicate effectively and provide constructive feedback in a positive nature at all levels of the organization. Ability to utilize direction and feedback from Management and display a positive "can-do" attitude, a strong work ethic and utilize appropriate problem-solving skills. Strong organizational and time management skills. Must lead by example in being deadline/results driven, effectively handling challenges under stressful conditions and demonstrating and encouraging a continuous improvement mindset – building the case for change and leading through others. Is an active learner that is empathetic to the challenges experienced throughout the business cycles and is passionate about performance improvement and coaching others to maximize their performance. A team builder and effective and trusted business partner. Maintain a "mutual trust and respect" and productive work environment within and between departments.

LANGUAGE SKILLS

Ability to communicate throughout the organization in written and verbal form and effectively present information and respond to questions from groups of managers and customers. Ability to read, analyze and interpret general business periodicals, professional journals, technical procedures or governmental regulations. Ability to write and interpret reports, business correspondence, product drawings, specifications and procedure manuals. Ability to understand, write and communicate training material, standardized work, job instruction sheets, etc. Conduct and facilitate meetings with cross-functional resources.

MATHEMATICAL SKILLS

Higher math skill required – geometry, trigonometry, calculus, etc. Ability to work with mathematical concepts; such as probability and statistical inference. Ability to apply simple math concepts; such as fractions, percentages ratios, and proportions to practical situations. Data driven.

**REASONING ABILITY**

Ability to solve practical problems and deal with a variety of variables in situations where only limited standardization exists. Ability to interpret a variety of instructions furnished in written, oral, diagram, or schedule form. Ability to use key analytical metrics to drive improvements. Ability to define current condition, future desired state and actionable items for removing gaps between the two conditions.

CERTIFICATES, LICENSES, REGISTRATIONS

None required for this position.

PHYSICAL DEMANDS

The physical demands described herein 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.

While performing the duties of this job, the employee is frequently required to sit; use hands to finger, handle, or feel; and talk and hear. The employee is regularly required to stand, walk, and reach with hands and arms. The employee must occasionally lift and/or move up to 50 pounds. Specific vision abilities required by this job include close vision, distance vision, color vision, peripheral vision, depth perception, and ability to adjust focus. Ability to work for extended periods of time at a workstation on a computer or similar device. Occasional extended periods of standing, bending, kneeling.

WORK ENVIRONMENT

While performing the duties of this job the employee is typically working in a light industrial work environment with associated noise levels – heated but not air conditioned - to meet and communicate with other personnel to conduct business. Employee will be exposed to temperature and humidity variations through the seasons of the year and may, at times, be outdoors for short periods at any time – walking or travelling between buildings or off-site entities. The employee will also perform part of their work in a typical office environment at a workstation with computers and other equipment with normal levels of noise. Personal protective equipment (PPE) must be worn as required. Overnight travel may be required occasionally.