

WE ARE HIRING

Fabrication Manager



Job Post for the position of a FABRICATION MANAGER

Fabrinox, a well-established sheet metal manufacturing company in Paarl, is seeking a highly motivated and experienced Fabrication Manager to join our Team.

This position will form part of the middle management team of Fabrinox, and as the Fabrication Manager in the Fabrication Engineering Solutions and Projects department, the appointee will have to direct and lead the department in line with the strategic framework provided by Senior Management.

Through implementing strategies, objectives and action plans the department will have to be led towards an optimal operational environment, i.e. all production processes and employees operating at maximum capacity. Finally, the sense of urgency in all matters will be underlying to the productivity and efficiency of the department.

CLOSING DATE FOR APPLICATIONS: 6 September 2024

Tasks & Responsibilities include (not limited to):

- Ensure that all strategic decisions from senior management level are communicated and implemented operationally.
- Steer the production inputs and outputs.
- Drive and maintain on-time delivery to meet the required targets.
- Maintain workflow by monitoring steps of the process through observing control points and equipment; monitoring personnel and resources; implementing cost reductions; developing reporting procedures and facilitating corrections to malfunctions.
- Develop internal relationship building platforms between the various teams within the department to support effective planning and outputs.
- Ensure frequent and continuous communication between teams and departments.
- Ensure that all Human Capital management practices are followed and manage all employees according to the company procedures.
- Establish and ongoing monitoring of production statistics for example overtime, absenteeism etc. and take subsequent action.
- Provide fabrication information by analysing production performance records of the fabrication team.
- Compile monthly reports to present to Head of Fabrication Engineering Solutions and Projects.
- Drive production and performance targets for example turnover, efficiencies, etc.
- Manage of production budget. Ensure proper budget and financial management through controlling expenditures.
- Responsible for the overall management of the production workforce, including but not limited to performance management, discipline, training, etc.

- Maintain a safe and clean work environment by educating and directing employees on housekeeping and maintaining compliance with established policies and procedures.
- Responsible for employee administration including leave, shift schedules and overtime.
- Continually challenge and assess the fabrication environment to identify improvement opportunities and mitigate risks.
- Maintain quality service by establishing and enforcing quality standards.
- Ensure to develop and monitor a maintenance schedule that includes upgrades, maintenance and suggested replacement.

Personal Attributes & Skills required:

- General management and leadership skills
- Negotiation skills
- Excellent interpersonal skills - collaboration, emotional intelligence, tact and assertiveness, adaptability
- Excellent communication skills (verbal and written)
- Critical thinking and problem-solving skills.
- Active listener with conflict management skills
- Time management skills and ability to prioritize tasks under pressure.
- Focused and driven.
- Attention to detail.
- Willing to go the extra mile.
- Pro technology

Minimum Qualifications & Experience required:

- Relevant tertiary qualification
- Minimum 5 years' experience in a fast-paced sheet metal manufacturing environment.
- Knowledge of ERP system(s) such as Syspro, PowerBI, Advanced Excel will be an advantage.

All applications with supporting documents must be sent to Lduplessis@fabrinnox.com

NB: Applications that do not meet the minimum criteria will not be considered.

Should you not receive feedback within 5 days of the closing date your application was not successful.