

## Surface Finishing Solutions for high-tech Industries

— become part of the team

Pureon is one of the world's top providers of technologically leading solutions for the surface finishing of high-tech materials. Our solutions are backed with in-house product development, research, and application testing along the entire value chain. Our global presence in manufacturing and research ensures we are closer to our customers to provide support with application development.

### Site Manager

**Location Monroe NC, approx. 90 % within US plus occasional global trips**

Through leadership, engagement, and strong customer focus, the Site Manager is responsible for driving improvements in operational excellence and company culture through our Co-entrepreneurs, ultimately resulting in improved business results for the PMO location. With oversight of Production, Supply Chain, and Engineering Departments at our Monroe site, the Site Manager will be intimately involved in the day-to-day operations of the facility as well as the efficient and effective interaction with Quality teams both local and global. The Site Manager will drive adherence to the company vision, values, and rules of engagement that are critical to employee satisfaction and continued success with existing and new customers. The ideal candidate will be a highly motivated and experienced individual who demonstrates strong leadership skills, technical knowledge, and the ability to manage multiple tasks simultaneously.

#### Responsibilities

##### Strategy

- Participate in the budgeting process for General Production, Inventory Levels, Maintenance & Repair
- Lead and / or participate in the implementation of strategic activities in alignment with the company's technical and strategic roadmap
- Align local teams to work with local R & D in the sampling process for business growth
- Facilitate within circle of control, cost reduction initiatives to meet productivity and profitability goals
- Develop proposals for organizational structures and design to meet the strategic growth for Production, Supply Chain, and Manufacturing Engineering

#### Pureon Inc.

1412 Airport Rd  
Monroe, NC 28110  
United States

#### At one glance

- Location: Monroe, NC
- Travel: Approx. 10 %
- Pay range: 140'000 – 180'000 USD plus bonus
- Full-time
- Starting date Oct 2024 (negotiable)

**Tactical**

- Involvement and adherence with global procedures and harmonization across the Pureon organization
- Executor and adherence to the handbook, policies, governances, and disciplinary protocols of the Monroe location
- Drives the day-to-day execution that results in a superior customer experience as it relates to product and information flow to our stakeholders and partners under the below managed departments:

**Direct Management: Production**

- Supervise daily production operations to ensure adherence to production schedules, quality standards, and safety regulations, while driving continuous improvement efforts
- Coordinate cross-functional teams to resolve production bottlenecks and optimize workflows to meet output targets and minimize downtime
- Monitor key production metrics such as OEE (Overall Equipment Effectiveness), yield rates, and cycle times, and implement corrective actions where necessary

**Direct Management: Supply Chain**

- Oversee end-to-end supply chain operations by managing production planning, scheduling, procurement, and logistics to ensure the timely delivery of materials and products, while collaborating with customer service teams to address customer needs, resolve issues, ensure on-time deliveries, and adhere to service levels
- Develop and manage production plans and procurement strategies to ensure timely and cost-effective sourcing of materials, balancing inventory levels and production requirements to meet customer demand and minimize excess stock
- Optimize resource utilization to meet delivery deadlines and ensure capacity, material availability, and labor resources

**Direct Management: Manufacturing Engineering & Maintenance**

- Lead continuous improvement initiatives by implementing process enhancements, preventive maintenance programs, and equipment upgrades to boost production efficiency, reduce downtime, and improve product quality
- Coordinate troubleshooting and root cause analysis efforts to resolve equipment malfunctions, process deviations, and production inefficiencies, ensuring long-term solutions and minimal

**Indirect Management: Quality**

- Collaborate with the local quality team in a matrixed environment to ensure alignment on quality standards, process improvements, and issue resolution, providing support and coordination between production and quality functions to maintain compliance with customer and regulatory requirements
- The leader will be a driver of relentless responsiveness and execution to meet our customer experience, product reliability, and quality objectives
- Maintain high-quality standards by executing, training, and monitoring quality control procedures and standard work instructions. At minimum, experience with ISO9001
- Work closely with the Quality Assurance team to identify and resolve any quality issues through problem solving in a fast response time; familiarity with 8D process is preferred
- Initiate and manage 'Single Issues' list for problem resolution and continuous improvements
- Participate in cross-functional root cause investigations when issues arise

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 hello@pureon.com  
 www.pureon.com

**Financials and Execution**

- Identify opportunities for process improvements and cost reductions following the Business Review Procedure and Process
- Prepare and present regular reports on production metrics, including efficiency, quality, and safety
- Set and monitor performance goals for the production team and hold them accountable for achieving targets
- Monitor, analyze, and report plant operating efficiencies and established KPIs to management staff
- Responsible for adherence to budgeting and cost programs within circle of control
- Drives company results by working closely with the COO/GM. The GM will have full responsibility for P&L for the PUS Subsidiary which includes the Monroe and Smithfield Locations
- Reviews and accounts for the execution of activities that impact the financial performance of Operations, and pushes for change to meet goals
- Sets priorities, targets, and defines actions, and communicates effectively at local site

**People, Operational Excellence Culture (L6S) and Standards**

- Ensure operations and facility maintain "World Class Standards"
- Ensure compliance with all safety and environmental regulations and promote a culture of safety within the production team
- Conduct regular safety audits and risk assessments to mitigate potential hazards
- Provide purchasing decision making per our Internal Control System (ICS) Procedure
- Recruit, onboard, and train high-performing employees to achieve business plan objectives
- Lead, mentor, develop, and drive accountability for the production team to enhance their skills and performance
- Foster a positive work environment that encourages teamwork, innovation, and continuous improvement
- Provide leadership and supervision of production supervisors, supply chain team, and manufacturing engineering to ensure timely production, outputs, and proper resource distribution
- Oversee training, provide knowledge and motivation to employees to create a positive culture and increase employee development
- Analyze and implement best techniques to properly utilize resources and materials to achieve plant goals
- Collaborate with maintenance team to develop effective professional maintenance schedules that increase equipment productivity and autonomous maintenance
- Drive operational excellence with adherence to our PURE Business System which facilitates GEMBA, Lean Manufacturing, 5S, and Six Sigma methodologies
- The leader will facilitate the Train the Trainer rollout of the PURE Methodology at the local site

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**Leadership Skills and Abilities**

- Proficient in quality management systems, requirements and practices
- Working knowledge of Supply Chain and Customer Management
- Knowledge of Lean Manufacturing principles and 5S methodologies
- Strong written and verbal communication skills
- Strong problem solving and critical thinking skills.
- Proven leadership abilities and professionalism
- Effective organization ability
- Intense customer service

**Education**

- Bachelor's degree in engineering or business (15+ years of equivalent experience will be considered in lieu of educational background)

**Experience**

- Minimum 10 years management experience
- Minimum 5 years experience within related industries (i.e. chemical, abrasives, automotive, robotic, aerospace / defense)

**What we offer**

- A versatile and challenging job in a committed team
- Owner managed Company
- Modern working environment, attractive infrastructure

**We're looking forward to getting to know you!**

Please send your complete application by e-mail to:  
Pureon Inc., Mary Stewart, e-mail [hcm.us@pureon.com](mailto:hcm.us@pureon.com)

We only consider direct applications.

**#bettertogether**



Commitment



Demanding Standards



Discovery



Problem Solvers



Sharing knowledge