

Production Manager

Function: Stannah Rail Manufacturing, Newburn

Reports to: Plant Manager

Purpose

The Production Manager is responsible for leading all manufacturing activities within the rail production operation to achieve world-class standards in Safety, Quality, Delivery, Cost and People Development.

The role will provide strategic and operational leadership across multiple production areas, ensuring customer demand is met whilst maintaining the highest standards of safety, quality, employee engagement and operational excellence. The Production Manager will drive continuous improvement through Lean Manufacturing principles, developing a high-performing team and building a culture of accountability, ownership and continuous learning.

Key Responsibilities

Safety Leadership

- Champion a "Safety First" culture across all production activities.
- Ensure full compliance with health, safety and environmental legislation, company policies and site procedures.
- Lead investigations into incidents, near misses and unsafe conditions, ensuring effective corrective actions are implemented.

Operational Performance

- Lead day-to-day production operations to deliver customer demand, OTIF and productivity targets.
- Manage labour, equipment, materials and production schedules to maximise efficiency.
- Monitor and improve manufacturing performance using key operational metrics.
- Drive improvements in throughput, lead time reduction and capacity utilisation.

Quality Management

- Promote a culture of built-in quality and right-first-time manufacturing.
- Ensure adherence to all quality standards, procedures and product specifications.
- Lead root cause analysis and corrective action activities for production and customer quality issues.

Continuous Improvement

- Drive process improvements focused on safety, quality, delivery and cost.
- Promote employee involvement in continuous improvement activities.

Cost & Resource Management

- Manage departmental budgets and labour resources effectively.
- Identify cost-saving opportunities without compromising safety or quality.
- Support capital investment projects and new equipment implementation.
- Cross-Functional Collaboration
- Conduct performance reviews, succession planning and development activities.
- Support workforce planning, recruitment and skills development programmes.

Skills and Experience

- Significant experience in a manufacturing leadership role.
- Experience managing multiple production teams in a fast-paced manufacturing environment.
- Strong people leadership and coaching capability.
- Proven track record of delivering operational improvements.
- Strong understanding of Lean Manufacturing principles.
- Experience managing operational KPIs and performance improvement programmes.
- Excellent communication and stakeholder management skills.
- Strong analytical and problem-solving abilities.
- Experience within bespoke manufacturing, automotive, heavy engineering or industrial manufacturing environments.
- Knowledge of ERP and production planning systems.

Personal Attributes and Behaviours

- Create a high-performance culture built on accountability, engagement and respect.
- Foster positive employee relations and effective communication across all levels of the organisation.

Managerial and Supervisory Responsibility

Responsible for 3 shift leaders, 13 team leaders, 135 operators

Production Manager

Relationships

Internal

- Work closely with Supply Chain, Quality, Engineering, Manufacturing Engineering, Planning and Maintenance teams.
- Support new product introduction, process improvements and strategic business initiatives.
- Contribute to site operational reviews and long-term business planning

External

External agencies including suppliers and customers.

Education and Qualifications

Essential

- Level 5 or equivalent in Management/Leadership
- IOSH Managing Safely
- Six sigma/RCCA experience

Desirable

- Degree or equivalent qualification in Manufacturing, Engineering, Operations Management or related discipline.
- NEBOSH or equivalent Health & Safety qualification.
- Six Sigma Green Belt or equivalent continuous improvement certification.