**DESCRIPTIF DE FONCTION**

**Employee : Frédéric BONNET**

**Job title: Head of Production Cossé**

**Site : Cossé le Vivien Département : Production**

**Reporte to : Head of Production Cosse • Product Supply Cosse**

Mains Activities(s)

**Lead French industrial operations activities who will be responsible for supervising and managing production departments by implementing all the means at your disposal, in order to achieve the objectives set in quality, EHS and production (different scopes with managerial relays).**

**The head of the production is responsible for the performance of your teams by ensuring compliance with procedures and the regulatory framework. A true daily interface between production and support services, your missions will be as follows:**

**Management of performance indicators by ensuring compliance with production issues according to company standards;**

**Hie/her easy interpersonal skills are your strength. A true unifier, you know how to clearly convey messages and demonstrate firmness but also support for your teams when necessary. Rigor, availability, composure, and a sense of autonomy are essential assets to be able to apply for this position.**

Key responsibilities

Reporting directly to the Head of Production Cosse • Product Supply Cosse, you will oversee all the production's operational activities. You will support the workforce (25 peoples, in 4 area (Filling, Milling, Extraction&Concentration, and spray drier) in a context of change.

* Develop long-term capacities in line with the business strategy.
* Manage teams to ensure timely management of physical and human resources to manufacture products offering an excellent level of service to internal and external customers.
* Support teams and processes to effectively manage working capital, product planning and inventory management.
* Assume supervisory responsibilities in accordance with organizational policies and applicable laws. Responsibilities include interviewing, hiring and training employees; planning, assigning and directing work; evaluating performance; rewarding and re-coaching employees; handling complaints and resolving problems.
* Ensure that facilities are kept running efficiently through Total Productive Maintenance.
* Create and implement expense budgets and continually monitor, analyze and reduce variances. Assists in the development of budget and capital expenditures. Works with finance to develop accurate product costing.
* Provide leadership and guidance for the ongoing implementation of process improvement activities and projects.
* Participates and encourages the development of cross-functional teams to work on quality improvement activities. Ensures certification and continuous improvement of quality programs such as ISO, FAMI-QS, FSSC, GMP and HAACP.
* Provide leadership in the development and implementation of policies and procedures to plan manufacturing operations, quality objectives and systems.
* Ensure global best practices are mutually shared between sites through global projects and other collaborative activities.
* Work closely with sales, marketing, and product management to align operational activities with their strategic initiatives.
* Promote interactions with engineering to appropriately implement business strategy spending.
* Promote a safe and healthy environment for employees through ongoing safety improvement initiatives. Developing and implementing means to enforce health and safety rules. Responsible for the organization, planning and coordination of all programs and activities that ensure and sustain the health and safety of our employees, and limit environmental impact in accordance with applicable laws and guidelines.
* Develop and encourage the growth of employee skills through training and opportunities.
* Set up reporting with head office and central functions (Quality, Maintenance, New Works, HR, Finance) and deploy actions relating to the site improvement plan.
* Animation / support / development of your teams: recruitment, onboarding, annual interviews, animation ritual, development of versatility, etc.;

Required Skill

* School of Engineering (Agricultural / Food industry preferred)
* Proven experience of at least 5 years acquired on an industrial site in the agri-food sector, including at least 3 years in similar positions.
* Knowledge of ingredients in a B-to-B environment
* Experience in hierarchical management of supervisors
* Experience in SAP system
* Understanding of food ingredient production technologies
* Strong interpersonal skills, proximity, simplicity, willingness to get teams on board
* Genuine hands-on experience, with a real managerial temperament and the ability to mobilize teams around unifying projects.
* Dynamism and pro-activity, diplomacy and firmness, high potential, leadership, sense of numbers and profitability, autonomy
* Openness to continuous improvement tools.
* Fluent English