



Production Manager - Composites

Would you like to work with an award-winning boatbuilding company based in waterside offices near Falmouth, Cornwall - the perfect destination for sailors, surfers and beach lovers?

Cockwells is a growing company; globally respected in the marine industry and at the forefront of designing and building the highest quality boats, motor launches and tenders. The Company cleverly integrates traditional boatbuilding skills with innovative engineering and modern techniques to build vessels of the highest quality.

Main Duties & Responsibilities

As the Production Manager – Composites you will report directly to the Production Director. You will manage the team to make sure production targets are met. The goal is to keep the department running in an efficient manner, by planning, organizing and directing the day to day operation to exceed expectations. You will have a through knowledge of Lamination & Infusion processes for small and major mould parts and be able to perform these skills at the highest level.

Responsibilities

- To ensure all members of the team are fully productive throughout the day
- To recognise and balance the skills of the team to optimise performance
- Assess overall capacity of the team to complete assigned tasks on time, adjusting resource requirements accordingly to meet deliverables
- To help develop team members to further enhance their skill set
- Identify shortfalls in production requirements and rectify accordingly
- To ensure regular planning and reporting for the pre-production area, with clear schedules in place for meeting requirements
- To ensure adherence to tracking hours and schedule milestones and financial budgets, managing efficiency of tasks performed
- To ensure M1 accurately reflects performance of team against budget, and the M1 system is accurately maintained for the area
- To ensure the team is well resourced and recruitment activity is prioritized, in order to meet production schedules
- To ensure the facility is regularly maintained and machinery serviced in order to achieve production objectives.
- To always adhere to company processes/policies, and ensure the team are also adhering to these
- To always work in accordance with the Health & Safety at Work Act 1974 and to follow all company procedures and guidelines which assist this, ensuring site safety at all times.

Requirements

- Proven managerial experience, including strong team building, decision-making and people management skills
- Computer literate
- Plan, organise, direct and run day to day operations to exceed expectations of our customers
- Be responsible for production output, product quality (RFT) and deliver products on time



- Identify KPI's
- Responsible for running and ownership of the site (currently Ponsharden)
- Reports to the Production Director regarding the pre-production assembly parts schedule, budgets and quality
- Allocate resources effectively and fully utilise assets to produce optimal results, driving pace of productivity without compromising quality
- Maintaining and improve quality
- Responsible for the employees under their control welfare and safety, ensuring the site is clean, tidy and free from hazards
- Line Manager through which all HR issues of the team are fed
- Responsible for highlighting resource requirements to the Production Director and assisting with recruitment
- Presence on the shop floor to monitor shift activity to monitor operations and trigger corrective actions
- Line Manager to Team Leaders and workshop employees
- Responsible for adhering to manufacturing and facility budgets and targets.

Skills

- Good communication skills.
- Ensure team produce work to the required standard.
- Good listening skills, to understand exactly what is required.
- Problem-solving skills.
- Leadership skills, to lead and manage a team.
- Confidence, patience, politeness, tact and diplomacy, when dealing with difficult situations.
- Motivational skills and an ability to organise the team.
- Creative thinking, to be able to come up with new ideas to improve systems and processes within pre-production.
- Ability to work well under pressure.
- Organisational and planning skills to ensure work is completed to a good standard in agreed deadlines.

Location

The place of work will either be Ponsharden, Falmouth TR11 2SE, Vospers site at Ponsharden or Mylor Creek Boat Yard, Mylor Bridge, TR11 5NS. You should be flexible to work at whichever location is required.

Salary

Competitive dependent on experience.

Interviews

Interviews will take place as and when suitable applications are received.

How to apply

Please send your CV together with a covering letter outlining your suitability for the role, salary expectations and current notice period to recruitment@cockwells.co.uk

Please note you must have the right to work in the UK to apply for this position, as we do not offer visa sponsorship.

We look forward to hearing from you.