



Good Leather Group

3rd Floor, Railway Colony 1st St,
Aminjikarai, Railway Colony,
Nungambakkam, Chennai, Tamil Nadu 600029

General Manager - Factory

Chennai

Job Description

Good Leather Group is looking for a senior P&L leader who will manage one of the biggest units of the group to have an end to end responsibility of the entire operations of the Unit, reporting to the CEO. As the company is in a Transformation Journey, the candidate will also be expected to drive the transformation efforts in the Unit. This position will be based in the facility in Chennai and would occasionally travel based on business needs. The candidate will bring the technology expertise and be the business leader driving the overall business of the Unit. More information on the roles and responsibilities are articulated below.

About the Company

Good Leather Group is a leading leather manufacturer and exporter established in 1988, located in significant locations of Southern India. It is recognized as one of the leading manufacturers of few leading brands in the globe over the decades establishing quality, trust, and durability in the products that roll out from every facility of the group.

The fully integrated manufacturing facilities of the group are fully equipped with the best of the infrastructure, machinery, process and people that have the capacity to roll out best of the world class products under one roof. The vision and philosophy of the company is built in strong commitment, dedication and integrity in everything that is done in the group.

With a strong growth record over the years and a positive customer retention and satisfaction track, the group is poised for a significant growth trajectory and transformation to new age leather industry practices and processes to sustain global challenge and competition.

As part of the Transformation Journey, the group is implementing cutting edge systems and processes and making necessary investments to build world class talent and infrastructure to build a compelling and sustainable future for the group and the industry.

In order to support the 2x growth the group is looking to build the right leadership talent at all levels to augment the right talent to execute the growth plan and to realize the aspiration of becoming one of the best Leather Groups in the country in terms of trust, quality and customer satisfaction.

Purpose Statement

Lead and develop Good Leather Shoes Pvt Ltd - Unit operations with special focus in fulfilling its objective of being the benchmark footwear factory operation in terms of productivity, cost, quality and environment, health and safety practices.

Key Accountabilities

- Manage the entire P&L of the Unit, with focus on profitability, cost and budget adherence.
- Plan, organize, direct, and run optimum day-to-day factory operations to ensure production output as per S&OP volume on time in full of highest product quality and on-time shipping as planned.
- Ensure products & services of the factory products delivered meet pre-determined quality standards and chair the product & process improvement team to drive initiatives enhancing customer/consumer satisfaction.
- Ensure execution of appropriate measures for budgetary control of production / conversion cost, including minimization & control of all process and material wastes.
- Develop systems and processes that track and optimize productivity and standards, metrics, and performance targets to ensure effective return on assets.
- Ensure that the factory's manufacturing is cost competitive with superior quality through efficiency, Productivity, and lower wastage/return.
- Ensure plant safety procedures and zero accidents.
- Drive people agenda in terms of Key role succession, effective Performance management process, shop floor employee development and engagement.
- Drive to enhance capability of factory HoD's through coaching and mentoring and ensure synergy among the top team to work as one team.
- Address employees' issues or grievances and engage with the Participating Committee (PC) to ensure zero Industrial relation disputes.
- Develop and maintain strong relationships with internal and external community and manufacturing related stakeholders to ensure optimal performance.

Knowledge, Skills & Experience

Knowledge & Skills

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Experience

- An Engineering and or Management graduate with an extensive experience of 18-20 years in key Production functions in large/medium size factories in leather-footwear / apparel / textile with minimum 4-5 years' experience in Plant/ Factory Manager role in India or abroad.
- To be familiar with the global processes and systems, customer expectations, and can seamlessly work with overseas customers.
- Must have handled cost management and budget management; P&L exposure and experience will be desirable.
- Should have handled a large and diverse team with ability to delegate, control and develop teams at all levels.

Expectations / Key Success Factors

- Deliver finished goods in OTIF.
- Factory Capacity Utilization to Maximum through-out the year.
- Manufacturing data analysis with systemic use of problem-solving tools, methodical approach towards problem analyses, has the ability to provide solutions and resolutions.
- Meet key production targets i.e., availability, quality, productivity, cost, Environment, health and safety (EHS)
- Lead & develop team to enhance production capability through necessary competence and behavioral values.
- Encourages and demonstrates excellent work ethics and practice.
- Demonstrates the ability to work under a stiff competitive landscape, provides the right knowledge, vibrant, and independent environment.
- Candidates must be proactive, forward-looking, and a critical thinker.
- Uphold group's value system in terms of trust, integrity and honesty as the core of culture.