



## **Good Leather Group**

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

# **Sr. Manager - IE**

**Chennai**

## **Job Description**

Good Leather Group is looking for a Sr. Manager - IE who will be leading and upgrading the IE team. 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

- Leading & upgrading the IE Team to fully functional and to achieve the budgeted factory overall production efficiency while aligning the departmental tasks with company policies & procedures.
- Coordinating & driving all functional/cross-functional teams to improve all aspects of operational performance including people & process safety, product quality, on-time delivery, workforce productivity, efficiency and profitability by applying / implementing appropriate IE principles and practices with respect to process engineering, automation, material handling & optimal facility layout.
- Transforming a min. 40% of the factory manufacturing set-up & processes into lean production system, gradually in a twelve-month timeline.

## Key Accountabilities

- Design, install, implement and sustain a fully functional IE department covering Process,
- Product, and People & Facility with clear focus on profitability, cost and budget adherence.
- Leading & Directing, the IE Team to,
  - design error free, on-time data collection process
  - obtain optimum and reach maximum on-standard efficiency & targeted overall efficiency
  - optimize the floor lay-out & process workflow
  - eliminate wastages
  - progress multi-skill development
  - effective allocation of resources (man-machineries)
  - recommend and install ergonomically compatible workstations and
  - ensure daily IE specific activities are effectively carried out
- Coaching & Mentoring, the IE Team (and applicable production, maintenance, QA & HR team) on: product lay-out design, worker skill selection, capacity planning, line-loading, line balancing, in-built QA, cycle-time reduction, minimum material movement/handling & eliminating overtime.
- Follow-up, implement, achieve & sustain : 100% SMV-based manufacturing
- Initiate productivity linked work group incentive program.
- Drive SMV based product & process costing.
- Lead-Time: Analyze, study and determine the minimum lead-time starting from Development, Order Receipt thro' FG Delivery.

- IE Operational Metrics (KPI): Define the KPI as per annual operational plan and correspondingly allocate the components to respective team members to plan, execute and achieve the desired results on-time.
- Accountable for the performance and results of the teams and department.
- Update IE SOPs as and when required, train the target team, implement & monitor for sustainability.
- Multi-Skill Development: Drive skill development program along with production & HR to improve the % of critical skilled operators to manage the demand fluctuations & uncertain absenteeism.
- Lead CI (Continuous Improvement) activities to enhance productivity, cost reduction, lead time reduction & safety.
- New Project Set-Up: Support ROI analysis prior implementing all major manufacturing based new/expansion capital expenditure projects thro' project scope, cost/benefit analysis & budgeting
- Support HR on team hiring, performance appraisal, development, and training processes to ensure the team competencies & capabilities to reach the business goals and expectations.
- Documentation:
  - ensure the day-to-day documentation tasks, error free & on time reports
  - upkeep and maintenance of IE dept. procedures in the Integrated Management System (ISO9001: 2015)
- Develop and maintain strong relationships with internal and external community and manufacturing related stakeholders to ensure optimal performance.

## Knowledge, Skills & Experience

### Knowledge & Skills

- Sound working knowledge of manufacturing process; the impact of product design on process capability and of production variability on product performance.
- Application knowledge of standard industrial engineering tools:
  - Process analysis, lay-out design, standardization of working methods, work measurement, time-motion studies, PMTS, workstation design, sequencing and scheduling, line balancing, capacity planning, operator training, continuous improvement, kaizen events, quality circles, productivity linked incentive systems and job evaluation
- Execution knowledge on basic lean tools-applications.

- Certified and or expert user of any one PMTS system to estimate SMV similar to GSD, Sew Easy, Pro-SMV, MODSEW, SSD, etc.
- KPI:
  - Ability to define departmental KPI aligning with Organization's Annual Operational Plan.
  - Ensure that he/she & team works towards achieving pre-defined mutually agreed Key Performance Indicators.
- Coach-Mentor: Be an effective coach-mentor in training,
  - his / her team on IE Tools, applications & execution.
  - the production team on methods to reduce wastes and to improve productivity and quality.
- Independent, self-directed & proactive.
- Out-of-box thinker, Logical approach & Attention to detail.

## Experience

- Bachelors or Master's Degree in Industrial Engineering (IE) / Production & Industrial Engineering
- (P&IE) with 12-15 years overall experience in managing the IE function in Automobile, Electronics, FMCG and or Fashion Industry with leadership accountability on department performance, of which, a minimum of 7 years exclusive experience in shop-floor manufacturing/production function.
- Handled Manning Budget & control.
- Must have managed the daily reporting process of overall IE metrics, review, follow-up and ensure CAPA.
- Previous accomplishments resulting in "x" dollars savings through: Cost Reduction, Productivity
- Improvement, Waste Reduction, Shorter Lead-Time, Incremental Capacity & Man-power
- Optimization. Hands-on practical experience in designing, training, implementing IE SOP's / workflows and Continuous Improvement/LEAN methods.
- Good in preparing, presenting & communicating Annual Operational Plan (AOP) for the factory / business.

## Expectations / Key Success Factors

- SMV (Standard Minute Value) based Factory Capacity & Demand Allocation
- Shorter Lead-time
- OEE Improvement
- Optimizing Cost per Unit & Units per Head
- Enhance Manual process to Semi-Automation & Automation

- Continuous Improvement Program / Re-engineering of existing processes
- Lean Transformation in phases
- 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.
- Uphold group's value system in terms of trust, integrity and honesty as the core of culture.