



**Job Title: Manufacturing Value Stream Manager**

**Job Description:**

Controlled Power Company, headquartered in Troy, MI, is a leader in the engineering and manufacturing of the highest quality commercial and industrial electrical power quality solutions, distribution equipment and related services at the heart of supporting our electrical infrastructure. Our team members focus on producing the highest quality products in the industry and providing industry-leading service. This position, is based out of our manufacturing facility located in Troy, MI where safety and integrity are our guiding principles and we work together to achieve excellence for our customers every day.

Controlled Power's team members are our most important asset. We are in search of a **Manufacturing Value Stream Manager** who will lead and guide our Manufacturing value stream to meet/exceed customer expectations and achieve strategic and aspirational growth plans while following our values and guiding principles.

In this role you will get to lead a team of manufacturing associates to execute production, improve and implement effective manufacturing processes, utilize concepts of lean manufacturing and Six Sigma to drive a culture of safety, quality, and continuous improvement, while working to achieve key performance metrics and meeting/exceeding customer expectations. This position reports directly to the Site Operations leader.

**We are looking for people who believe in our guiding principles and values of:**

- **Safety** – We believe everyone should leave Controlled Power Company's facility in the same or better condition than when they arrived.
- **Integrity** – We're honest, transparent, and committed to doing what's right.
- **Customer focus** – We have relentless focus on our customers and their success.
- **Right with speed** – We use good judgment, make thoughtful decisions quickly, and execute them with purpose and intensity.
- **Play for each other** – We're a team. We show up for each other and we know that through teamwork we achieve greatness.
- **Champion change** – We know adaptation and improvement are requirements to survive and to thrive.
- **Enjoy the journey** – We create an environment where our team feels appreciated and has fun along the way.

### In this role you will get to:

- Lead, develop and execute operational strategies incorporating lean principles to achieve Value Stream KPI's while working in partnership with engineering, planning/scheduling, supply chain, IT, sales and other business functions.
- Be accountable for operating a safe working environment for all employees, including lead-by-example, on-the-spot rectification of safety hazards and timely incident reporting.
- Create a culture of accountability and empowerment in the production environment.
- Be responsible for all aspects of managing the Value Stream to include: developing, coaching and mentoring team leaders and associates, ensure that team input is used to thoroughly evaluate decisions, ensure that decisions are rapidly implemented and shape employment decisions related to associates and performance assessment of all direct reports, team leaders and associates.
- Develop knowledge of products, processes, equipment, and quality standards to develop/update standard work procedures and cross train department production employees.
- Ownership of compliance and accuracy for values and proper usage of the ERP / MRP system.
- Be accountable for "wall-to-wall" KPI (Key Performance Indicator) performance of the Value Stream such as Safety, Quality, Delivery, Inventory, Cost and People performance.
- Be a change agent and drive discipline in utilizing the tools for Lean Manufacturing, Six-Sigma and Continuous Improvement processes.
- Drive 5S accountability within the Value Stream with a drive to eliminate waste and drive continuous improvement.
- Escalate major issues and opportunities to Operations Leadership via tiered escalation process.
- Facilitate and support the identification, selection, and prioritization of process improvement projects.
- Carry out supervisory responsibilities in accordance with the organization's policies and applicable laws. Responsibilities include interviewing, hiring, and training employees; planning, assigning, and directing work; appraising performance; rewarding and disciplining employees; addressing complaints, resolve problems and treating all employees in a fair manner.
- Leads the Value Stream in daily operations and continuous improvements which include but are not limited to supply chain, production planning, maintenance, establishing manufacturing priorities and the coordination of order shipments. Emphasizes the creation of continuous product flow, utilize pull systems where flow is not currently possible, and works to level the workload.
- Ensures Team Leader(s) provide effective cross-training for the production workforce, including backups from other areas, to assure a continuous, smooth running Value Stream. This training is the foundation of a culture that stops to fix problems in order to get quality right the first time.
- Ensures proper use of tools such as Rapid Problem Solving, Root Cause Corrective Action, etc. to ensure product quality meets customer expectations.
- Instills and maintains a positive can-do team atmosphere within the Value Stream; holding regular team meetings and assigning team member tasks and coordinate support services needed outside the team. Utilizes Plan-Do-Check-Act in conjunction with the Tier Accountability Meetings and Team Improvement Boards to ensure results.
- Works with the other members of manufacturing operations staff to develop the future state Value Stream map and manages the plans to achieve it.
- Recognize employees for results and behaviors that support our values and principles that lead to customer satisfaction.

### Job Requirements:

- A passion for Controlled Power Company, its culture, and a commitment to deliver on its growth, performance and operational metrics.
  - Bachelor's degree in a related field or equivalent manufacturing experience.
  - Minimum 2 years of direct supervisory experience in a manufacturing environment.
- Knowledge of:
- Metal fabrication processes such as punch, brake, welding and powder coating.
  - Electro-mechanical assembly processes
  - Supervising, coaching, and training employees.
  - Knowledge of Lean Manufacturing and Six-Sigma principles.
- Computer literacy, including MS Word, Excel, and MRP transactions (Visual preferred)
  - Strong organizational leadership and planning skills.
  - Demonstrated and effective leadership style with a positive and proactive approach to supervision with the proven ability to build high performing teams.
  - Excellent people skills with a proven ability to manage multiple tasks.
  - Possess a strong mechanical aptitude.
  - Ability to adapt and thrive in a fast-paced/high growth work environment.
  - Will require periodic weekend shift coverage.

### Preferred Qualifications:

- Basic metal fabrication knowledge is a plus
- Basic electrical knowledge and mechanical assembly is a plus
- Visual experience