



The Commercial Vehicle Group (CVGI) is a global leader in commercial vehicle system solutions for the heavy-duty truck, construction, agricultural, industrial, marine, and specialty industries. We take pride in building products the same way that we've built our company – with commitment, strength and focused direction.

We're successful because we are committed to continuous improvement. We aren't afraid to take chances with modern processes that may improve the tried and true. We are immersed in technology in every market we serve. We're growing, penetrating emerging markets, and constantly in pursuit of innovation that will improve, shape, and define the future of the global commercial vehicle industry.

We are currently seeking an experienced **Quality Manager** at our Elkridge, Maryland facility.

**In this role, the incumbent will:**

- Manage the Quality function for the facility including supervisory responsibilities for up to 10 direct reports and manage their assigned tasking to ensure coverage to support daily production needs
- Lead the development, implementation and maintenance of all facility Quality Management System processes, standards, and certifications.
- Develop, maintain, and implement quality system procedures and instructions in compliance with international quality standards and customer and regulatory requirements
- Corrective and preventive action process owner / steward and participant
- Standardize metrics and best practices within the operation
- Act as the Internal audit program leader
- Develop and implement a dynamic advanced product quality planning approach to adaptively apply to a range of electronic/electro-mechanical products and consequent processes
- Develop and implement a dynamic product and process control and quality assurance approach to adaptively apply to short duration value streams
- Gather and use customer performance metrics as a feedback mechanism into the design and development of products and processes through the corrective / preventive actions system to continually reduce internal and external failures and improve on-time, delivered product quality.
- Develop and implement a receiving inspection protocol to assure in-coming product quality and corrective / preventive actions drive sustained improvement.
- Review and develop subsequent modifications of the quality assurance program.
- Collaborate with upper management in formulating and establishing company policies, operating procedures, and goals. Reporting quality issues, trends, wins and losses as they occur.
- Manage all aspects of the company's Quality certifications to include successfully navigating annual ISO 9001 audits and UL 508A audits.
- Maintain a companywide training program to include documentation of on the job training and qualifications.
- Develop Quality Assurance checklists for a dynamic and ever-changing set of assemblies.
- Conduct predictive analysis on assembler error rate and type in order to facilitate training before errors become systemic.
- Manage the monitoring, measurement, and review of internal processes, especially those that affect the quality of the organization's processes and products.
- Interface with customer engineering and quality representatives to address quality control and assure that effective corrective actions are implemented.
- Direct workers engaged in inspection and testing activities to ensure continuous control over materials, facilities, and products.



- Responsible for interviewing, hiring, and training QC employees; planning, assigning, and directing work; appraising performance; rewarding and disciplining employees; addressing complaints and resolving problems.
- Ensure customer orders are completed on time while meeting or exceeding quality standards.
- Troubleshoot and communicate any quality issues that arise that may affect the production schedule or quality to senior management.
- Create and sustain a continuous improvement culture.

**Requirements:**

- Bachelor's degree in engineering or related discipline and at least 5 years quality assurance experience in an electronics manufacturing environment to include:
  - 3+ years of progressive experience in a management role
  - Prior experience managing teams of 5 or more direct reports
  - Familiarity with electromechanical manufacturing and troubleshooting best practices
- Demonstrated record of quality systems and certification (ISO-9001, UL) implementation.
- Lean Six Sigma certified Black Belt (preferred) or Green Belt.
- Knowledge and understanding of IPC standards to include 610 and 620 preferred.
- Proficient with MS Office 2010, including advanced Excel, Word, and PowerPoint.
- Energetic and goal oriented with excellent analytical, problem solving and facilitation skills.
- Excellent communication skills, a willingness to coach and teach as a team member and contributor to improvement.
- Data and process driven, keen attention to details, highly organized, and a dynamic multi-tasker.
- Strong customer facing communication skills and experience with root cause analysis and other problem-solving activities to identify and implement effective corrective actions.
- Able to travel to customer & supplier sites as well as other CVG locations as business needs require.

Sponsorship is not available for this position at this time.

Our eligible associates enjoy competitive wages and benefit package including comprehensive medical, dental, vision, 401(k) plan, company paid life insurance, paid holiday and vacation time off.

Resumes may be submitted as directed below. Include the job title in all submissions.

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Commercial Vehicle Group, Inc. is an equal opportunity employer and makes employment decisions without regard to race, gender, disability or protected veteran status.