



The Commercial Vehicle Group, Inc. (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 Production Manager at our Elkridge, Maryland Facility.

Our Elkridge facility provides turnkey electronics manufacturing solutions to its customers. Turnkey services include electro-mechanical manufacturing capabilities including complex military/defense box builds, UL508a control panels, large mechanical systems and cable/wire harnesses.

In this role, the incumbent will:

- Responsible for all activities, tasks, and efficiencies of 40+ person, diverse manufacturing team.
- Ensure customer orders are completed on time and collaborate with the Quality department to ensure the highest quality standards.
- Collaborate with the Engineering Department on first articles, tooling, process improvement, manufacturing documentation (work instructions, routers, etc.).
- Troubleshoot & communicate any issues that may affect the production schedule or quality to senior management.
- Continuously evaluate and modify the production line and personnel assignments to ensure the most efficient work flow and production schedule.
- Assign task by evaluating and matching individual personnel skill sets with assembly requirements and production schedule.
- Set production goals and standards for production team and individual team members.
- Manage productivity through active workload management, obstacle removal, and workforce motivation.
- Ensure constant production through materials flow management and production cell maintenance.
- Oversee all aspects of manufacturing to include production of all assemblies, flow of all materials, warehouse, shipping, and receiving.
- Primary stakeholder for planning and execution of all backlog early or on time.
- Alignment, planning, and procurement of labor resources necessary to execute backlog.
- Expected to autonomously operate, make decisions, and lead in a fluid and constantly changing manufacturing environment.
- Create a high-performance culture where accountability and delivering on commitments is pushed through the organization and where individuals are encouraged to stretch their capabilities.
- Create and sustain a continuous improvement culture.
- Model CVG Core Values: Sense of Urgency, Teamwork, Innovation, Integrity, and Continuous Improvement.



- Participate on special teams & support initiatives as required.

Requirements:

- Bachelor's degree in engineering or related discipline and 5-7 years' experience in an electronics/contract manufacturing environment to include:
 - 3+ years' experience with Materials, Requirements, Planning (MRP) systems.
 - 3+ years of progressive experience in a management role.
 - Prior experience leadership experience managing large, diverse teams.
 - 5+ years' production management and/or operations.
- Able to comprehend complex technical topics and specialized information, read and interpret mechanical drawings/schematics.
- Knowledge of ISO9001 Quality Management Systems required; understanding of IPC standards to include 610/620 a plus.
- Familiarity with electronics & electromechanical manufacturing and troubleshooting best practices Experience with root cause analysis and other problem-solving activities to identify and implement effective corrective actions.
- Demonstrated experience with material management systems, MS Office 2013, including advanced Excel, Word, and PowerPoint.
- Lean Six Sigma certified (Black or Green Belt) or experience with Lean Six Sigma tools a plus.
- Independent, autonomous, and self-driven; think critically and constantly align resources for maximal efficiency.
- Proven ability to perform work accurately, multitask, and adjust to ever-changing priorities in a fast pace manufacturing environment.
- Energetic and goal oriented with excellent analytical, problem solving and facilitation skills.
- Excellent communication skills both written & verbal; able to coach and teach as a team member and contributor to continuous improvement.
- Data and process driven, keen attention to details, highly organized, and a dynamic multi-tasker.
- Desire to be part of a growth business and operate in an ever-changing environment.
- Able to travel as needed.

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.

Email:
HR@cvgrp.com

Fax:
614-289-0377

Mail:
CVG, Inc.,
Attn: Human Resources
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New Albany, OH 43054

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