

# Production Foreman

## PRODUCTION LEADERSHIP

Our shop features a CWB certified welding cell, a CNC tooling cell, a sculpture cell, a coatings cell, a carpentry and millwork cell, architectural concrete cell and installation cell. Our shop already has Lead Hands for each cell listed above as well as for safety, installation and quality. The Production Foreman acts as a coach (not a cop) in bringing all facets of our production together to manufacture projects.

The Production Foreman will be directly responsible for helping manage the continuous development of our production resources including researching and developing best practises and new processes/materials, interviewing and onboarding new employees, training and cross training existing employees, conducting regular performance reviews, and making decisions that relate to discipline or reward.

The Production Foreman will work closely with our Production Manager, Project Forman and Project Managers and Installation Manager to manage our production schedule and forecast our long term people and equipment requirements.

## JOB REQUIREMENTS

- Create and maintain the production schedule and help Production Lead Hands allocate resources to specific tasks, and identify future hiring/training, material and equipment requirements necessary for execution of the schedule
  - Align production with customer demand
  - Establish production priorities and manage schedule changes
  - Work with Production Lead Hands from project placement to project completion
  - Update production on status of projects
  - Create and publish a production schedule
  - Track production
  - Develop and update key performance metrics to drive process improvement efforts
  - Develop and implement tools for scheduling work within each department based on schedule and special needs
  - Establish direct labour needs based on demand and capacity
- Manage overall productivity and strive towards continuous improvement
- Assist in the hiring, training, promotion and ongoing development of all production employees.
- Assist the ongoing maintenance of the shop and its equipment
- Assist with the ongoing improvement of our quality assurance
- Maintain the Company's safety culture, promote a safe work environment and its compliance
- Schedule equipment so that repairs are assigned in order of priority

## WHAT IS IN IT FOR YOU?

Job Satisfaction:	You will get to directly participate in some of Canada's most interesting (and high profile) creative construction and art projects.
Job Variation:	You will never get bored in this fast paced environment. Every project is different and every day comes complete with its own unique challenges and problems for you to solve.
Job Opportunity:	You will be exposed to opportunities to grow and develop our relatively young business into one of the world's premiere manufacturing companies. We have not plateaued and do not plan on doing so any time soon.
Culture:	You will get to work with fun, dynamic and highly skilled people that are driven to succeed.
Remuneration:	You will be paid relative to the experience you bring and your accomplishments; you will be rewarded with company success. You will get a company phone, plenty of vacation, and be added to our benefits program.

## QUALIFICATIONS/REQUIRED KNOWLEDGE & SKILLS

- Experience in 5S, Lean manufacturing and JIT Principles
- Direct experience constructing custom projects
- Experience in Microsoft Project is an asset
- Proven leadership is a must
- Must have five plus years fabrication shop experience
- Strong experience in welding, fitting, and fabrication required
- Five or more years of management experience preferred
- Ability to use standard desktop load applications such as Microsoft Office and internet functions

## REPORTS TO

- Production Manager

If this sounds like the right opportunity for you, please contact us at [careers@heavyworld.ca](mailto:careers@heavyworld.ca) with "Production Foreman" in the title.

