

Production Manager

Location: Sittingbourne, Kent
Hours of Work: Monday to Friday 07:00 to 15:30 (includes a 30 minute unpaid break)
Salary: £50,000.00 per annum (Weekly pay)
Position Type: Full-time, Permanent
Reports to: Operations Manager
Reportees Production Team Leaders (x5), Manual Assembly Team Leader, Injection Moulding Technicians (x12)

About Us
At FloPlast Ltd, we design and manufacture a range of specialist plastic building and plumbing systems used widely across the UK construction industry. While we proudly maintain our own distinct brand identity and close-knit family culture, we are also part of the global wienerberger group - giving our team the unique combination of local autonomy and international stability. We pride ourselves on operational excellence, safety, and a collaborative working environment where our people can thrive and build long-term careers.

About the Role
We are seeking a proactive Production Manager to oversee our shift-based manufacturing operations. In this pivotal role, you will be directly accountable for maximising efficiency, maintaining strict quality standards, and fostering a high-performance safety culture.

A central focus of this position is proactive people management. You won't just sit in an office, you will be visible on the shop floor, inspiring, coaching, and mentoring your team to achieve operational success and equip our future leaders.

Key Responsibilities include (but are not limited to):

Team Leadership & Development
- Lead and inspire shift team leaders to consistently hit daily/weekly production targets and achieve KPIs.
- Foster a high-performance culture rooted in continuous improvement, clear communication, and strong employee engagement.

- Manage performance, absence, and disciplinary matters in strict line with company guidelines.
- Build development plans, deliver targeted training, and conduct regular performance appraisals.
- Work directly on the shop floor to investigate and resolve real-time production challenges.

Production, Quality & Continuous Improvement

- Optimise output to maintain stock at agreed levels of availability, collaborating closely with the Planning team to execute efficient schedules.
- Drive continuous improvement programmes aimed at eliminating waste, reducing costs, and boosting process efficiency.
- Manage change effectively to deliver sustainable, measurable improvements in manufacturing performance.
- Provide clear, concise daily reports covering output, scrap, and operational efficiencies.
- Develop and review departmental risk assessments and Standard Operating Procedures (SOPs).

Health, Safety & Compliance

- Promote a proactive H&S culture to eliminate accidents, ensuring full compliance with corporate, legal, and environmental policies.
- Act as the primary point of contact for shift incidents, leading thorough accident investigations and logging all hazards or near-misses.
- Enforce strict workplace hygiene, housekeeping, and the correct use of Personal Protective Equipment (PPE).

Communication & Collaboration

- Proactively communicate operational issues, bottlenecks, or lost time to the Planning team to mitigate schedule impacts.
- Partner with the Maintenance Manager and Tool Room Team Leader to ensure all resources are available to meet the scheduled plan.

What We Are Looking For

Required:

- Proven leadership skills: A strong motivator capable of setting high standards, influencing others, and mentoring future leaders.
- Exceptional communication: A natural team builder with a track record of delivering improvement through others.
- Analytical mindset: The ability to analyse production data and confidently act on the results.
- Tech-savvy: Fully IT literate.

Preferred:

- A solid understanding of Lean manufacturing techniques.
- Experience working within a manufacturing environment focused on Injection Moulding & Assembly.

Why Join Us?
We offer a collaborative working environment where your leadership will directly impact our growth. You will have access to ongoing training for continuous learning and self-development to help you thrive in your career.

- Weekly Pay: Reliable weekly income to help you manage your finances easily.
- Financial Bonuses: Christmas Bonus (subject to company performance).
- Share Scheme (SIP): The ability to become a shareholder via our Share Scheme.
- Perks & Discounts: Benefit Platform offering health, wellbeing, and money-saving opportunities.

How to Apply
Please email your CV and a brief cover letter outlining your relevant experience to Barbara Blackwell, HR Officer - barbarab@floplast.co.uk.

Please note: The closing date for this role is subject to change and the vacancy may close earlier than advertised. Due to the high volume of applications, only applicants selected for an interview will be contacted.