

Role:	BES Manager
Function:	BES
Reporting to:	Managing Director

Context/Scope	<p>Thermoplay, with its HQ in the industrial area of Pont-Saint-Martin (Aosta), Italy, is a company specialized in designing, manufacturing and selling worldwide hot runner systems for plastic injection moulding. Thanks to its constant growth and considerable investments, Thermoplay has achieved a leading position in Italy and throughout the world in its field as the group has its sales and technical team in 48 countries worldwide.</p> <p>Today, the Group has about 200 employees.</p> <p>Thermoplay has also established sales and service branches in Europe in France, Germany, United Kingdom and Portugal. Since August 2015, the Thermoplay Group is part of the Barnes Group, US multinational in the manufacturing field (industrial, aerospace).</p>
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Dimensions:	
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a) Financial	No
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b) Management and Leadership Responsibility	<p>The role will not have direct management responsibility of a team, but will be in charge of being the key point of contact in the company as refers to the definition and implementation of the BES program. Therefore, she/he will be cooperating with internal and external stakeholders, daily interfacing from the Management Team to the entire rest of the companies.</p>
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Role specification:	<p>The role will be responsible for implementing the Barnes Enterprise System in the Pont Saint Martin site as per Barnes system and local company procedures and legal/security procedures and standards. The role will be located in Pont Saint Martin (AO).</p>
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Key Responsibilities of the role	<ul style="list-style-type: none"> • Facilitate events to drive targeted, sustainable improvement in QDIPS (Quality, Delivery, Inventory, Productivity and Safety) results by leveraging BES/Lean tools, consulting skills and change management process • Ensure successful kaizen events by installing and ensuring compliance to the kaizen process (planning, execution and sustainment) Directly provide formal and informal BES training • Facilitate other BES training sessions when appropriate (other trainers and consultants from BES) • Creating a BES culture within the organization • Improve BES training and facilitation skills by pursuing certification in BES tools (practitioner process for self and others) • Support implementation of daily management tracking • Analyzing problematic situations and facilitating groups to correct root causes and drive countermeasure adoption • Engaging and coaching associates on the correct use of improvements tools • Tracking and oversight of related improvement project and/or activity actions • Creation of plans focused on promoting and implementing process improvement • Instruction of continuous improvement methodologies • Collection and presentations of data from Gemba, charting of data and use in root cause analysis • Routine and special activities that are not directly part of the line of action, however necessary for the daily operational procedure
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	<p>and for the interdepartmental cooperation</p> <ul style="list-style-type: none"> • Ensures compliance with legal and corporate standards, policies and local regulations in job related terms and full compliance with QM requirements.
<p>Education, soft skills, previous experience</p>	<ul style="list-style-type: none"> • Bachelor's degree required in engineering or related technical discipline required • Knowledge of and working experience with Lean Enterprise concepts and tools • Lean manufacturing, continuous improvement and Six Sigma experience • impeccable integrity, able to communicate and engage employees at all levels of the organization • Fluent in Italian and English • More precise information of the competencies are given in the competency profile for this function • Great flexibility, leadership and willingness to travel • Excellent results oriented, relationship, teamworking, organizational, problem solving and managerial competences are requested. • Fluent with Word, Excel, Outlook, PowerPoint and other Microsoft Office Software • Team-oriented with ability to work independently