

focus your future, join us

As part of the Precision Optics business unit of the MATERION Corporation, we are among the world's leading manufacturers of optical components. Our production sites in Europe, North America, and Asia offer a unique range of optical coatings, glass processing, structuring and bonding technologies, as well as the manufacturing of complete assemblies.

We are seeking an experienced

Plant Manager (m/f/d)

As Plant Manager, you lead operations for our Precision Optics business, driving continuous improvement and optimization to all facets of our Balzers, Liechtenstein, manufacturing plant.

Through your leadership, you uphold a safe, environmentally conscientious and issue-free work environment that delivers high quality to our customers.

This position will be responsible for Production, Process Engineering, Quality, Customer Service, Facilities, Maintenance & Equipment, & EH&S.

Essential Duties and Responsibilities:

- Provide overall direction and guidance to the operation with the objective of maximizing growth and profitability.
- Ensure on-time delivery, productivity and cost targets are met, while meeting or exceeding customer requirements for quality, delivery, and responsiveness.
- Be frequently present on the manufacturing floor and shape a work environment where team members are engaged & motivated to produce their best work.
- Accountability for plant budget and product costs. Ensure DVC & MOH costs are managed to establish forecast budgets
- Lead EH&S, Facilities, Equipment Maintenance for Site.
- Ensure site alignment with One Materion EH&S Pillars.
- Maintain a safe, clean working facility compliant with federal, state, local and corporate safety, environmental and human resource policies and regulations.
- Lead Continuous Improvement activities for site.
- Ensure Gross Margin and Cost Savings targets are met on an annual basis.
- Recruit, lead, direct, motivate and discipline employees as required.

Education, Qualifications, Experience and Skills:

Qualifications:

- Bachelor's Degree in a related field required
- Master's Degree in a related field preferred

Experience:

- Required: > 5 years of plant leadership experience in multi-shift manufacturing and a Low Volume / High Mix environment, >5 years of experience in both direct leadership of subordinate staff as well as “influencing” others to achieve desired results, > 3 years of experience with P&L responsibilities with a track record of managing capital and operational budgets within targets.
- Preferred: Optics knowledge – Fabrication, Thin-Film Coatings and/or Assemblies.

Knowledge, Skills and Abilities:**Required:**

- Environmental regulations and labor law.
- Knowledge of business and management principles (budgeting, strategic planning, resource allocation and human resources).
- Strong analytical and critical thinking skills; focus on driving disciplined, fact-based decisions and executing with discipline and urgency.
- Excellent interpersonal and communication skills, including ability to present information to diverse audiences.
- Inspirational, adaptive leadership style that promotes innovation and collaboration.

Preferred:

- Lean Six Sigma Black Belt, Green Belt or equivalent knowledge of formal Quality and Productivity Improvement Process.
- Track record of successful Project Management experience, leading multiple projects simultaneously.
- Strong team building, decision-making and people management skills, along with an ability to create accountability and to lead by example.

Our offer

- A varied role in a dynamic and international environment.
- Attractive employment and development opportunities.
- A positive working atmosphere in an international, innovative, and motivated team.