



## THE OPPORTUNITY

LAI International is seeking an experienced Production Manager to join its dynamic and growing East manufacturing facility, located in Westminster, MD.

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## ABOUT LAI INTERNATIONAL

LAI International is a leading contract manufacturer of precision-engineered finished parts, components and subassemblies for aerospace, power generation, defense, medical, electronics and other advanced technology industries. Their technology, engineering and manufacturing solutions are used to build components for airframes, aircraft engines, power generators, defense systems, medical devices and other mission-critical applications.

To learn more about LAI International visit [www.laico.com](http://www.laico.com)

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## THE POSITION SUMMARY

This position is a line supervisor reporting to the Plant Manager. The primary purpose is to direct the activities of the plant's production department through the Plant Manager and the Shift Supervisors. The position participates in the overall administration of the Plant and is accountable for achieving and sustaining manufacturing excellence via continuous improvement in the areas of:

Value-added productivity measurements to include operating gross margin, cost of quality, equipment utilization, and value-added productivity.

Customer Satisfaction measurements to include on-time delivery, utilization of customer-provided material, defect rate, and responsiveness to customer concerns.

Success of the organization measured by absenteeism, employee turnover, voluntary overtime, relationship with other plant sites, and promotions from within.

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## PRIMARY RESPONSIBILITIES

### ***Manufacturing:***

- Identify improvements in processes needed to support increased capacity, profitability and quality. Develop and execute plans to implement these improvements.
- Prepare and maintain manufacturing plans.
- Prepare, maintain, and monitor manufacturing schedules.
- Provide technical support to LAI staff as requested.
- Plan for and acquire adequate resources to complete objectives.

- Design and optimize manufacturing processes through the implementation of Lean Production Methods and the application of statistical process control.
- Develop solutions to production problems relating to materials, processes and tooling.
- Provide engineering support by troubleshooting problems and effecting timely solutions to maintain the continuity of production flow.

***Financial:***

- Maintain all supporting documentation for each unit fabricated.
- Maintain detailed cost logs for all units produced.

***Customer Service:***

- Interact with customers on a regular basis to monitor LAI performance.
- Supports sales as required, to promote growth in market segments.
- Report status to customers as requested.
- Monitor production to ensure processes are capable of meeting customer requirements and specifications.

***Human Resource: (Supported by Corporate Human Resources)***

- Ensure the smooth day to day operation of the plant by mentoring supervisors on all personnel-related activities, including determining the need for new positions, recruiting and hiring qualified applicants, problem solving employee relations issues, conducting performance appraisals, and terminations.
- Provide a positive, professional working environment by serving as a role model to establish and monitor open channels of communication between all staff and with management.
- Is the champion of an organizational culture that values and supports staff and understands staff to be one of the organizations prime resources, which needs to be cared for and nurtured.

***Facility:***

- Monitor all aspects of building maintenance by supervising and directing the maintenance staff. Oversees confidentiality, security, and physical safety of visitors and staff.
- Represents plant to contractors and/or their subcontractors, architects and others to oversee completion and proper function of building, equipment and grounds. Ensure plant meets all OSHA and other state and federal government regulations.

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**QUALIFICATIONS**

- B.S.M.E. Degree or Bachelor of Science with a concentration in science or mathematics.
- Minimum of five years relevant experience.
- Familiarity with ISO 9002 standards and processes.
- Must have ability to read and interpret machining blueprints and specifications.
- Familiarity with statistical analysis methods.
- Familiarity with the principals of lean manufacturing.

## **KNOWLEDGE, SKILLS AND ABILITIES**

- Ability to analyze and interpret complex documents, including financial and legal documents.
- Ability to work with multiple complex issues simultaneously.
- Ability to apply logical thinking to a wide range of intellectual, analytical, and complex problems.
- Ability to recommend and implement long and short range goals for the organization, taking into consideration the mission of the organization.
- Ability to relate to people at all levels of the organization.
- Ability to effectively present complex information to managers and staff.
- Ability to empower staff to the highest level of quality and commitment to the organization.
- Ability and familiarity with changing and maintaining an organizational culture which is client and employee focused. Must be able to model and lead others in a caring and fair manner.

## **COMPETENCIES**

- Design - Generates creative solutions; Demonstrates attention to detail.
- Problem Solving - Gathers and analyzes information skillfully.
- Customer Service - Responds promptly to customer needs; Solicits customer feedback to improve service; Responds to requests for service and assistance.
- Oral Communication - Speaks clearly and persuasively in positive or negative situations; Listens and gets clarification; Demonstrates group presentation skills.
- Initiative - Takes independent actions and calculated risks; Looks for and takes advantage of opportunities; Asks for and offers help when needed.
- Innovation - Displays original thinking and creativity; Meets challenges with resourcefulness; Generates suggestions for improving work; Develops innovative approaches and ideas; Presents ideas and information in a manner that gets others' attention.

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## **COMPENSATION**

- \$80,000 - \$85,000 base salary.
- An exceptional benefit package including health, dental, life, disability, 401(k) retirement plan, paid time off benefits, and a pay-for-performance incentive program is provided.

**Interested candidates should submit their resume to:**

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