Global Operations Director
Job Description

Location/Site	Department
Global	Operations
Reports to	**Responsible for**
VP McCloskey	Lead internal functions of global Operations.
Job level/Grade	**Career Level, Job Family, related Peoplepoint profile**
• 12	• Career Level: Production Manager 3 • Job family: OP-Operations & Manufacturing

GENERAL ACCOUNTABILITY

McCloskey International leads the screening and crushing industry with a complete line of equipment including: crushers, vibrating screeners, trommels and stacking conveyors. Built with power and durability as standards, every product is field-tested before being deployed in a wide range of industries around the world. We currently operate across Northern Ireland Canada and India.

Purpose: To direct and control all **production, health & safety, quality** and **distribution** operations of the company to ensure that business objectives are met efficiently and effectively.

Key Responsibilities: Reporting to the VP McCloskey, the Global Operations Director will lead the internal function of McCloskey International's Global Operations to ensure an efficient working environment and that deadlines are met consistently and with a similar approach and process across all locations. This is inclusive of Operations, Planning, Environmental Health and Safety, Quality, Facilities and Maintenance as well as Site Security.

SPECIFIC ACCOUNTABILITIES:

- Take overall control of the company's Global Operations function.
- Contribute to the development of the company's corporate strategy and lead strategy development in the areas of Operations to ensure that company achieves its short and long-term objectives.
- Develop a strategic investment plan with CAPEX proposals to meet the lean manufacturing goals and capacity expansion plans of the business.
- Develop and implement all necessary policies and procedures to ensure that the relevant functions achieve their business objectives.
- Develop a robust planning process to ensure full alignment and integration of all aspects of the order cycle across all locations. Encourage collaboration across locations.

- Develop and control the budget for the Operations Departments to ensure that the Department has all the resources required to meet its objectives within agreed financial parameters.
- Direct and control the Operations function to ensure that finished goods of the required standard are available to customers within agreed costs and at the right times.
- Maintain an effective working relationship with all other directors to ensure that there is effective co-ordination of all company activities in support of corporate objectives.
- Act as the company's main adviser on all issues relating operational functions and keep abreast of latest developments to ensure that the Company maintains its competitive position.
- Oversees the daily activity of the team including Senior Operations Managers, Senior Quality Manager, Production Planning, Facilities & Maintenance.
- Prepares budgets, schedules and other organizational reports as needed.
- Manages team workloads in order to meet goals and deadlines.
- Develops plans to increase efficiencies and reduce costs.
- Deliver quality in processes and products.
- Improves existing systems and policies.
- Monitor site efficiencies and budgets.
- Encourage involvement in cross functional teams and company initiatives.
- Works closely with other departments to promote efficient factory optimization.
- Identifies improvement areas and plans and implements systems to boost company effectiveness.
- Complete any special projects as required. May be assigned to other areas of the business, based on business or customer requirements.

PEOPLE ACCOUNTABILITIES:

- Develop and drive your leadership team and ensure they add value to overall strategic direction of the company.
- Manage performance and output from senior leadership and review performance of their individual departments/responsibilities.
- Implement annual pay review and sign off on recommendations.
- Provide leadership and guidance to support teams.
- Manage and provide direction for the Operations team in support of business operations.
- Manage staff selection, performance, development and training processes to ensure team competencies and capabilities to reach the business goals.
- Optimise operations, monitored through Health & Safety, Quality, Planning and Production goals.
- Motivate, develop and coach departmental staff to ensure best performance at all times.
- Responsible for agreeing and monitoring performance targets in line with efficiency rates.
- Implements best practices processes and procedures for the Operations Department at a global level.
- Demonstrate continuous specialist development, acquiring and refining skills and expertise in new or related areas through undertaking and encourage internal or external development activity.

- Assess and evaluate training needs of direct reports, ensure training and development needs are met within departmental plans.
- Complete any special projects as required. May be assigned to other areas of Operations, based on business or customer requirements.

EXPECTED OUTCOMES:

- Ensure Production targets are met consistently.
- Create a plan for global Operations to future proof the structure.
- Consistently develop processes and work closely with other department leaders to improve our business.

EDUCATIONAL BACKGROUND & EXPERIENCE REQUIRED:

The successful applicant must demonstrate the following to apply for the role

- Experience of People management and Leadership in an Operations Role.
- A track record of Strategic planning and implementation of Operational Initiatives to support a business.
- Proven experience of preparing and presenting reports and data.
- Previous working knowledge of an ERP system.
- Strong Organisation, Problem Solving and planning Skills.
- Excellent communication skills with proven experience of coaching.

Please note: The above statement reflects the general details considered necessary to describe the principal functions of the job identified and shall not be considered as a conclusive description of all work required in the job.

_____	_____
Employee Signature	Date
_____	_____
Manager Signature	Date
_____	_____
Human Resources Signature	Date