

Role:	Lean Manufacturing Engineering Specialist (BES Practitioner)
Function:	Production
Reports to:	BES and Production Coordination Manager

Context/scope:	Thermoplay is a company specialized in the design and production of hot runner injection systems for molding plastic materials and is based in the industrial area of Pont-Saint-Martin, in the province of Aosta. Thanks to constant growth and important investments, Thermoplay has quickly reached a leading position in Italy and in the world. Thermoplay now employs a workforce of approximately 170 employees within the production plant which occupies an area of about 11,000 square meters. We make business with 48 countries around the world with our own sales and technical assistance network. Our commercial branches are located in France, the United Kingdom and Portugal. Since August 2015, we are part of the Barnes Inc. Group, a multinational in the manufacturing sector (industrial, aerospace and services).
Dimensions:	
a) Financial Responsibility	NO
b) Leadership/ Coordination Responsibility	No direct reports. Leadership responsibility in leading and coordinating BES projects mainly with Production Supervisors and teams, Managing Director and his first line of reports. In the future, the intention is to widespread BES in the whole structure, therefore he/she will have to interface with all the functions and drive tailor made projects.
Scope of the role:	BES, Barnes Enterprise System, aims at training all employees of the company through a method aiming at the continuous development/standardization of all processes applying innovation and continuous improvement/lean principles. The BES Practitioner will serve as a mentor for the Thermoplay site in Italy to support local operators, supervisors and the management. The work includes direct training about LEAN methods and structured and concrete approaches aiming at identifying, managing and solving local needs, following BES and lean guidelines. Individual projects will be managed independently and/or followed as a mentor. A system of indicators for monitoring current status and targets is used to measure progress that can be reported to the Group headquarters and to the local management.
Key responsibility of the role:	<ul style="list-style-type: none"> As a BES Practitioner, mentor all managers and employees to reinforce the culture and principles of the Barnes Enterprise System in the company. Define tools and KPI to support our executives in expanding the Barnes Enterprise System. As a LEAN expert, he/she will lead company-wide optimization projects as a mentor, organizing and leading team meetings as per business needs/priorities. Conduct LEAN training based on the BES training guidelines. Will use the existing indicator system to monitor LEAN success and develop reporting further Will conduct audits to determine further development potential for BES. Will carry out general and specific activities that do not directly belong to their role, but are necessary for the daily work process and collaboration between individual departments. Will ensure compliance with all legal guidelines applicable in the company (in particular the QM documentation) and the rules concerning his area of activity and will confirm with signature the agreement with the duties and responsibilities assigned. Will draw up documentation and report based on ISO9001:2015, SOX procedures.
Education, experience, competences.	<ul style="list-style-type: none"> Technical Diploma, Master craftsman in toolmaking and/or Degree as process Engineer or similar. 2-3 of experience in the LEAN field and in a similar role Good knowledge of problem-solving methods and skills. Good knowledge of LEAN method and skills (as VMS, SMED and/or process analysis). Good knowledge of Windows and MS Office, in particular Excel, Word, Power Point etc. Experience in project management. Excellent knowledge of Italian and English, spoken and written. Excellent leadership Teamwork, flexibility and willingness to collaborate and to actively listen needs of the business

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