

Position Specification

职位描述

Engineering Manager-SLX

工程部经理-SLX

SL Power Electronics Corp

晟朗电力电子有限公司

POSITION SPECIFICATION

岗位描述

POSITION TITLE: 名称	Engineering Manager 工程部经理
COMPANY: 公司	SL Power Electronics Corp [SLPE] 晟朗电力电子有限公司 [SLPE]
LOCATION: 位置	Xianghe county Hebei district PRC. 河北省香河县
REPORT TO: 汇报	Plant Manager, SLX SLX 工厂长
DIRECT REPORTS:	None

COMPANY BACKGROUND（企业背景）：

SL Power Electronics Corp. is a global leader in the development of AC/DC standard, modified and custom power supplies. SL Power designs, manufactures and markets internal and external power supplies for medical, communications, computer and industrial electronic OEMs. SL Power Electronics Corp. is a subsidiary of Steel Partners Holdings L.P., a diversified global holding company.

SL 电力电子有限公司是全球领先的交流/直流标准、改装和定制电源供应商。SL 设计、制造市场内、外部电源，是医疗、通信、计算机和工业电子行业的代工厂。SL 电力电子有限公司是 Steel Partners 的子公司，是一家多元化的全球控股公司。

MAJOR FUNCTION（主要职能）：

The Engineering Manager functions as fully meet the production needs in terms of technology and processes; Enable to establish, organize and maintain department functions smoothly. Fully meet the requirements to achieve goal of facility lean improvement activities. 工程经理在技术和工艺方面完全达成生产需要；能够顺利建立、组织和维护部门职能。充分满足实现设备精益改善活动目标的各项要求。

KEY RESPONSIBILITIES（主要职责）：

1. Responsible for organization and development of company engineering, process management procedure and technology standard ;
负责组织制定公司工程、过程管理程序和技术工艺标准；
2. Responsible for the implementation of Engineering Department daily routine work and temporary tasks assigned by senior leader;
负责组织落实工程部日常各项工作和领导交办的临时工作；

3. Organize resource to resolve the technical related problems occurred in production process, ensure the smooth production in terms of technology, process and procedure. Audit and approve the technical condition for mass production of building new product;
组织解决生产过程中出现的技术问题，从技术和工艺过程上保证生产的正常进行,审核批准新品量产的技术条件;
4. Participate in failure analysis and disposal solution, made technology justification and corrective action plan;
参与不良分析与处置，做出技术判断与方案制定;
5. Make training plan to improve team productivity. Audit and approve personnel attendance and performance evaluation;
制定本部门人员的培训方案和提高工作效率，对人员考勤，考评进行审核批准;
6. Organize, develop, implement, and monitor departmental budgets, control operational costs;
组织制定、实施、监控本部门预算，控制运营成本;
7. Audit and evaluate the supplier selection in terms of technical capability evaluation;
对供应商的选择进行工程技术能力的评价与审核;
8. Take the role of Lean Champion to lead, direct and coordinate the lean improvement activities at the assigned facility with a goal of continually improving all Safety, Quality, Delivery, Cost, and Growth metrics.
承担精益先驱的角色, 领导、指引和协调设施的精益改善活动,不断改进所有安全、质量、交付、成本和增长指标；

Facilitate events and employee training workshops utilizing the following tools :

- 1) Value Stream Mapping (VSM);
- 2) Set-up Time Reduction (SMED);
- 3) 5S;
- 4) Standard Work;
- 5) Pull Systems (Kanban);
- 6) TPM;
- 7) Basic Problem Solving/Root Cause Analysis;
- 8) Mistake Proofing (Poka Yoke);

利用以下工具促进工厂活动和员工培训:

- 1) 价值流图 (VSM) ;
- 2) 时间控制 (SMED) ;
- 3) 5S.
- 4) 标准工作;
- 5) 拉动系统 (看板);
- 6) TPM;

- 7) 基本问题解决/根源分析;
- 8) 防呆法 (Poka Yoke) ;

Transactional Process Improvement:

- 1) Train and certify Facility Lean Coordinators on usage of tools and how to conduct effective events;
- 2) Work with the Company's Lean Consultants to develop all materials to be utilized for training activities and events;
- 3) Assist Divisional and Facility leadership in the planning, development, and coordination of improvement plans/projects for effective and sustainable cost saving/process improvement initiatives;
- 4) Assist in the identification of areas and opportunities for improvement;
- 5) Create and communicate project status reports to provide credibility and visibility to this major business improvement process;
- 6) Follow-up on all action items that are a result of events;
- 7) Be an unwavering advocate of Lean manufacturing methodology providing mentoring and support to all site lean specialists and leadership teams to bring about a powerful cultural change;
- 8) Provide an audit resource on prior, existing, and future continuous improvement activities;
- 9) Maintain the monthly, quarterly, and annual lean improvement results reporting process to insure accurate, useful improvement information is provided to all appropriate parties in a timely manner.

过程改进:

- 1) 对工具的使用进行培训和认证，并对如何进行有效的精益活动进行组织协调;
- 2) 与本公司的精益顾问合作，开发可用于培训活动和事件的所有材料;
- 3) 协助区域及工厂来规划，发展和协调改进计划/项目，这些项目侧重在有效和可持续的成本节约/流程改进;
- 4) 协助识别需要改进的领域和机会;
- 5) 针对重大的业务改进过程，来制定项目报告和沟通项目进展，以便评估项目的可行性和远景;
- 6) 跟进以结果为导向的所有行动项目;
- 7) 以坚定不移的态度使用精益生产的方法对所用现场精益专家和领导层提供指导和支持，藉此带来强大的文化变革;
- 8) 对之前，现有的和未来的持续改进活动提供审计资源;
- 9) 维持月度，季度和年度精益改善成果报告过程，以保证提供准确，有效的改进信息.

9. Other tasks as assigned and required by superior manager.

上级经理交办的其它任务

EDUCATION/EXPERIENCE/QUALIFICATIONS (教育/经验/资历) :

1. Have a Bachelor degree education, a more comprehensive level of expertise and technical management expertise;
2. Strong technical and operational capacity to work fairly coordination;
3. Easy to accept new technology for technological innovation and innovation;
4. Dare to insist on scientific principles, scientific, education, open innovation spirit and character;
5. Open mind to learn, proactive, have a strong sense of responsibility and professionalism;
6. Relevant competent staff to make job training needs;
7. Proficient in English reading and writing skills, fluent spoken.

1. 具有学士学位, 全面的专业水平和技术管理特长;
2. 较强的技术和业务能力, 能够合理协调工作;
3. 易于接受新技术, 引领技术革新和创新;
- 4 敢于坚持原则, 科学的、教育意义的、开放的创新精神和品格;
5. 前驱的学习意识, 积极主动, 有强烈的责任感和敬业精神。;
6. 相关人员对工作培训的需求;
7. 精通英语读写能力, 口语流利.

GOALS, BEHAVIORAL ATTRIBUTES, KSA (KNOWLEDGE/SKILLS/ABILITIES):

目标, 行动态度, 关键技能 (知识/技术/能力)

Scorecard is attached 详见平衡计分卡