

# Manufacturing Vice President

## National Occupational Standard Summary



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#### Definition of occupation | **Manufacturing Vice President**

The Vice President (VP) of Manufacturing is responsible for providing strategic and technological leadership to the organization. They make strategic decisions on future capital and technological requirements for future production capacity, and have overall responsibility for current production, quality, and profitability goals. The VP Manufacturing will often oversee production at multiple facilities (both domestic and international), and across a portfolio of different product lines. They also provide leadership with respect to supply chain/logistics functions, outsourced manufacturing, and sub-contractor and supplier development activities.

The VP Manufacturing has overall responsibility for allocating human, technological, financial, and material resources to production activities across the firm. They provide leadership and development to their direct reports in the organization. The VP Manufacturing actively coordinates with other members of the organization's senior management team to ensure the overall performance of the organization, which they report to the President or CEO.

They may serve as a point of contact for the media and represent their organization at industry forums and events.

#### Level of education, training or designations requirements

<b>Typical Education Required</b>	Secondary	College	<b>Bachelor</b>	<b>Master</b>	PhD
<b>Typical Starting Experience</b>	0-5 yrs.	5-10 yrs.	<b>10-15 yrs.</b>	15-20 yrs.	20+ yrs.

- Minimum bachelor's degree in an engineering discipline
- Advanced degree in Business (MBA) is typical
- Minimum ten years of experience in engineering, manufacturing, and supply chain is typical
- Internal company training (upskilling in addition to mentorship)

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This role works in the following subsectors:

Applicable To	Bio-Health	Agri-Bio	Bio-Industrial	Bio-Energy
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The level of complexity of the role is:

Span of Complexity Levels	Foundational	Operational	Specialist/Management	Expert/Executive
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### VICE PRESIDENT MANUFACTURING COMPETENCY SUMMARY

Competencies	Complexity Level Required			
	1 Foundational	2 Operational	3 Specialist/ Manager	4 Expert/ Executive
<b>Core</b>				
Executive Leadership				
Strategic Planning				
Technical Leadership				
<b>Technical</b>				
Capital Project Leadership				
Operations Management				
Quality Management				
Change Management				

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Competencies	Complexity Level Required			
	1 Foundational	2 Operational	3 Specialist/ Manager	4 Expert/ Executive
Production Optimization/Continuous Improvement				
People Management				
Financial Management				
<b>Industry Regulatory</b>				
Health, Safety, and Environmental Management				
Product Safety Compliance Management				
<b>Personal and Professional</b>				
Team Leadership				
Collaboration				
Communication				

## Core competencies

### Executive Leadership

Represents their functional area as a member of the organization’s executive leadership team, providing technical support and expertise relevant to their functional area in order to ensure effective decision-making and further the organization’s goals.

### Strategic Planning

Ensures the development of functional strategic plans and participates in organization-level strategic planning, ensuring integration and alignment to corporate purpose and ensuring maximum functional contribution to overall organizational objectives.

## Manufacturing Vice President

### National Occupational Standard Summary

#### **Technical Leadership**

Uses occupational expertise to provide technical leadership for both their function and the overall organization in order to ensure organizational objectives are met.

## Technical competencies

#### **Capital Project Leadership**

Oversees and provides policy direction and leadership to all production-related capital projects in the organization, ensuring they are aligned with corporate strategy and achieve cost and performance targets.

#### **Operations Management**

Oversees total production, liaising with individual production facilities/managers as well as parallel managers in other organizational functions to ensure production targets are achieved.

#### **Quality Management**

Oversees the production quality management program for multiple production facilities, holding individual production managers accountable for correctly implementing the program to ensure quality standards are maintained.

#### **Change Management**

Proactively manages project-wide strategic and operational changes in all manufacturing departments in order to minimize disruption and ensure that desired results are achieved.

#### **Production Optimization/Continuous Improvement**

Initiates activities across production facilities to improve overall corporate metrics for safety, quality, productivity, and cost in order to achieve higher profitability and competitiveness.

#### **People Management**

Oversees corporate manufacturing operations, monitoring human resources so that sufficient qualified personnel are available to ensure production quality and quantity standards are followed.

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### National Occupational Standard Summary

#### **Financial Management**

Guides the development and administration of operating budgets across the production function, ensuring that current production expenses are properly calculated and reported and that financial resources are available to cover the costs associated with and anticipated by production schedules.

## Industry regulatory competencies

#### **Health, Safety, and Environmental Management**

Ensures the implementation of the company health, safety, and environmental (HSE) management program in the production function in accordance with company, jurisdictional, and industry standards and requirements in order to ensure the organizational HSE performance meets expectations.

#### **Product Safety Compliance Management**

Plans and ensures the implementation of corporate policies and processes in order to ensure compliance with applicable product safety regulations.

## Personal and professional competencies

#### **Team Leadership**

Oversees the production function and provides guidance and accountability to subordinates to ensure that the production function operates successfully and performance targets are achieved.

#### **Collaboration**

Actively participates in or leads multi-disciplinary, inter/intra-departmental teams to generate ideas and solutions, solve problems, and improve overall organizational performance.

#### **Communication**

Uses appropriate written, verbal, and non-verbal communication and listening techniques to clearly communicate upwards, downwards, and laterally within the organization in order to ensure understanding and enable execution that achieves the organizational goals and performance metrics.

## USE NATIONAL OCCUPATIONAL STANDARDS TO:

- ✓ Build a job description
- ✓ Plan professional development
- ✓ Map career progression and succession planning
- ✓ Benchmark compensation

View the full National Occupational Standards at [biotalent.ca/NOS](https://biotalent.ca/NOS)

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