

Job Description – General Manager

Department: Needham Laser Technologies	Reporting To: Group Managing Director
Name: tbc	Position/Title: General Manager
<p>Job Purpose:</p> <p>The company is seeking a General Manager. Our business is growing rapidly, and we are looking for a proactive, driven and experienced General Manager to lead the business unit towards achieving its strategic growth targets.</p> <p>With overall operational and financial responsibility for manufacturing, Safety, Health, purchasing and customer service. This is a key role within our structure. The position will define the business plan to deliver the planned growth. The role will support a people culture that delivers a working environment where people thrive, are happy and do what they love to do. The role operates in parallel with other departments and sits on the group leadership team.</p> <p>Additionally, you will need to embody the TNG values of Relish responsibility, Be confident, be humble, Be trustworthy, be compassionate and always do the right thing.</p>	
<p>Key Responsibilities and Accountability:</p> <p>General Management</p> <ul style="list-style-type: none"> • This role is part of the Group Leadership team. • Lead, manage, accountability. • Accountable for the delivery of Sales targets, Manufacturing efficiencies, Big client, and supplier relationships • Responsible for using the Market intelligence to influence business strategy. • Ensuring the Customer experience is achieved through our people and products. • A proven problem solver. • Ensure the business has the necessary resources, capability, skills and plant and equipment to meet day to day requirements and growth targets. • Ownership of the P&L and responsibility for providing accurate financial figures. • Creation of the business plan to achieve short, medium and long-term company targets. • Manage capex projects to timescale and deliver within budget. • Manage the budget for operational costs including labour, repairs, and maintenance. <p>Operational excellence</p> <ul style="list-style-type: none"> • Devise and deliver an operational strategy which achieves the growth targets of the business. • Overall responsibility for business growth including NPD, market analysis etc. • Lead on future key projects aimed at future development of the company’s operational infrastructure. <p>People</p> <ul style="list-style-type: none"> • Model high level leadership and people management skills. • Resolution of day-to-day matters that may arise involving colleagues. • Recruitment. • Provide guidance, support, and direction to the team, setting expectations, managing performance, providing feedback. • Coach and support direct reports to ensure that our values are embedded. • Focus on continuing professional development leading to empowered people with a growth mindset. • A key member of the Group leadership team. 	

Culture

- Provide the vision to the NLTL team, gaining buy in and commitment to continually improve and challenge performance.
- Develop and embed a culture whereby every colleague is accountable for their contribution to the business.
- Support an agile and empowered culture within the company through raising awareness of the importance of operational efficiency objectives and the role each colleague plays in achieving increased margins and reduced operating costs.
- Lead and build a culture within the company of positive colleague engagement and wellbeing.

Other Duties

- Engage with group functions (Finance, People & Culture, Operations) to agree the appropriate methods for the business unit.
- Attend internal meetings with other company functions necessary to perform duties and aid business development
- Attend training and develop relevant knowledge, techniques and skills.
- Adhere to health and safety policy, and other requirements relating to care of equipment.
- Present the company in a positive and professional manner to all customers, suppliers and outside agencies and organisations.
- Always embody the values of TNG.

Additional Expectations:

The role will involve a degree of product knowledge. As such, this role may need to spend time with the R&D/Technical directors to understand the product design, material selection, etc.

This role is predominantly based at Head Office in Whitchurch. There may be an occasional need for travel within the UK and occasional international travel as required by the company. Attendance at leadership meetings at the head office (Whitchurch) will be required on a regular basis.

Performance targets will be communicated to you and reviewed on a regular basis.

Date:

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