

HEAD OF PRODUCTION

We are an **Original Equipment Manufacturer (OEM)** designing and manufacturing **crushing and screening plants**, including **fully mobile tracked machines, diesel-driven, electric, and hydraulic plants**.

Our factory operations include:

- Preparation and fabrication support
- **Industrial paint systems** (surface prep, application, curing, handling)
- **Mechanical, electrical and hydraulic assembly**
- **Fitment of engines, electrical harnesses, hydraulic hoses and piping**
- **High-tolerance bearing and drive assemblies**
- **Test-running, commissioning and sign-off of complete plants prior to delivery**

This role requires **hands-on leadership experience in complex machine assembly environments**, not high-volume FMCG or light manufacturing.

PRIMARY PURPOSE

The Head of Production is accountable for the **end-to-end performance of the factory**, including production planning, paint operations, mechanical/electrical/hydraulic assembly, test-running, quality, safety, cost control, and people leadership.

The role ensures that **complete crushing and screening plants** are manufactured, assembled, painted, tested and delivered **safely, on time, to specification and at optimal cost**, while maintaining compliance with legislation, company standards, and ISO systems.

DIRECT REPORTS

Workshop Manager, Production Team Leaders, Production Planners, Artisans (Fitters, Electricians, Mechanics, Trainees), Operators, Assistants, and Contractors (as applicable)

KEY OUTPUTS (SUCCESS MEASURES)

- Production delivered to plan (output, schedule adherence, on-time delivery)

PILOT CRUSHTEC INTERNATIONAL (PTY) LTD

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Metso

Pilot Crushtec International Pty (Ltd) is an authorised Metso distributor



Management System
ISO 9001:2015



www.tuv.com
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- High-quality plant builds (right-first-time, minimal rework during test-run)
 - Safe factory environment (zero serious incidents, visible safety leadership)
 - Efficient production flow across paint, assembly and commissioning
 - Controlled production costs (labour efficiency, waste, overtime)
 - Skilled, engaged, and accountable production teams
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MAIN RESPONSIBILITIES

Production Planning & Control

- Convert customer orders and build schedules into **executable daily and weekly factory plans**
 - Balance capacity across **preparation, paint, mechanical assembly, electrical fitment, hydraulics and testing**
 - Identify and actively manage constraints (skills, materials, components, tooling, space)
 - Lead daily production meetings and weekly planning reviews
 - Ensure accurate labour booking and job tracking to support costing and margin control
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Workshop & OEM Operations Management

- Manage all day-to-day factory and workshop operations
 - Ensure production, cost and quality targets are achieved per plant build
 - Maintain smooth flow from component receipt through paint, assembly and final test-run
 - Ensure tools, lifting equipment and test facilities are maintained and fit-for-purpose
 - Enforce adherence to company procedures, build standards and OEM work instructions
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Paint, Assembly & Test-Run Oversight

- Ensure industrial paint processes meet defined quality and throughput standards
- Oversee **mechanical, electrical and hydraulic assembly** to drawings and specifications
- Coordinate sequencing of:

- Engine installation
 - Electrical harnesses and panels
 - Hydraulic hoses, pipes and manifolds
 - High-tolerance bearing and drive assemblies
 - Ensure completed plants are properly **test-run, fault-free and signed off prior to delivery**
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Material Readiness & Production Flow

- Ensure all jobs meet “**ready-to-build**” criteria before release to the floor
 - Coordinate closely with procurement, stores and engineering to prevent shortages
 - Manage movement of machines through paint booths, assembly bays and test areas
 - Control WIP to avoid congestion and incomplete builds
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Quality Management & Rework Control

- Drive a **right-first-time build culture**
 - Ensure compliance with engineering drawings, OEM standards and customer specifications
 - Investigate defects found during assembly or test-running
 - Implement corrective and preventive actions to eliminate repeat issues
 - Support ISO audits and maintain controlled quality records
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Environmental, Health & Safety (EHS)

- Lead a visible, safety-first culture across all factory operations
- Ensure compliance with legal EHS requirements
- Implement safe systems of work, SOPs and risk assessments
- Lead incident investigations and corrective actions
- Maintain high standards of housekeeping and waste control

- Work closely with the Safety Officer / SHEQ function
 - Ensure all legally appointed roles are correctly fulfilled
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People Leadership & Capability Development

- Lead, coach and hold production teams accountable for delivery and quality
 - Allocate work effectively across skilled trades and assistants
 - Manage recruitment, performance management, discipline and development
 - Develop skills matrices for artisans across mechanical, electrical and hydraulic disciplines
 - Build a strong, hands-on, delivery-focused production culture
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Continuous Improvement

- Identify and implement improvements in build flow, cost, quality and lead time
 - Standardise work practices and introduce visual controls where appropriate
 - Reduce rework, defects and non-value-adding activities
 - Drive practical, sustainable improvements — not theory projects
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Reporting & Performance Management

- Produce regular production, quality, safety and cost reports
 - Track trends and intervene early on risks to delivery
 - Maintain accurate operational and compliance records
 - Develop and manage production budgets aligned to company targets
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AUTHORITY

- Allocate labour and set production priorities
- Stop production where safety or quality is compromised

- Approve rework and corrective actions within limits
 - Recommend staffing, skills and equipment requirements
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MINIMUM REQUIREMENTS

- **Minimum 5 years' experience in an OEM, heavy equipment, or complex machine manufacturing environment**
 - **At least 3 years' management experience** in a factory or production setting
 - Proven experience in **assembly of machines with engines, electrical and hydraulic systems**
 - Strong understanding of:
 - Industrial paint processes
 - Mechanical, electrical and hydraulic assembly
 - Test-running and commissioning of equipment
 - Solid knowledge of health & safety legislation and ISO systems
 - Experience working with ERP systems and production reporting
 - Ability to read and interpret technical and assembly drawings
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PREFERRED QUALIFICATIONS

- Diploma or Degree in Production, Manufacturing or Engineering
 - Trade qualification (Millwright, Fitter, Electrician, or equivalent)
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COMPETENCIES & ATTRIBUTES

- Strong planning and execution focus
- Results-driven and delivery-orientated
- Hands-on leadership style
- Strong problem-solving and root-cause capability
- Comfortable managing complexity and pressure

- Clear, practical communicator
- Continuous improvement mindset with real-world implementation ability

Interested?

If this opportunity resonates with you, you meet the above requirements, and are excited to represent Pilot Crushtec as the Head of Production, please apply with a CV and a brief motivation no later than **15 May 2026** to: [**jobs@pilotcrushtec.com**](mailto:jobs@pilotcrushtec.com)