

Orac Decor – Production Manager

Production Manager

Are you passionate about quality and eager to make a visible impact on production? If so, we're looking for you to join us as a **Production Manager**! In this role you actively lead a team, you organize, plan and actively contribute to the activities within the production and technical service department of our Ostend plant. Whether you already bring experience or are eager to grow into the role, this is your chance to shape how we work, every single day.

Oh... Hang on. We haven't told you who we are yet. Let's start with that!

At Orac, we believe every wall is a blank canvas. Where others see a flat surface, we see a world of possibilities. Welcome in the world of Orac. The world of architectural elements, made for walls.

We are a family-owned Belgian company that has been a leader in architectural elements for walls for over 50 years. From our headquarters in Ostend, our innovative products are available across Europe, from Paris to Köln, London, Barcelona, Slovakia, Lecco, and beyond.

Our commitment to sustainability is at the heart of everything we do. We strive to make a positive impact not only today but also for future generations. Sustainability is a core value that guides our choices - for our planet, people, and community.

We believe in a world in which digital technologies and data enhance the customer experience. A solid digital backbone combined with strong local teams is a powerful mix for our growth.

And we need you for this...

As **Production Manager**, you lead a team of Supervisors, Process Engineers and Planners and you oversee the operations in Production and Technical Services of the Plant in Ostend. You work closely with other operational leaders to ensure a unified plant-wide approach in the areas of daily performance management, continuous improvement, and HPM. You translate the operations strategy into a detailed annual action plan for your operating units. You are responsible for the development of both the production and technical services teams. You design your organization to ensure the most effective and efficient way of working within your teams.

- You translate the operations strategy into a detailed annual action plan. You follow up regularly and adjust where necessary, using the OGSM methodology.
- You take ownership of the performance management of your direct reports, and you implement and sustain the performance management framework for blue-collar employees.
- You apply the principles of our well-known SQDC concept to achieve targets, and you ensure that daily routines are effectively implemented and consistently followed by your teams.
- You lead the culture of Continuous Improvement and Kaizen by actively implementing defined standards

and promoting this mindset and way of working among your direct reports.

- You contribute hands-on to Strategic Improvement Projects by implementing them within the plant, engaging and motivating your direct reports to take action and ensure long-term sustainability.
- You ensure compliance with safety and quality policies and guidelines for your teams, thereby guaranteeing a safe, healthy, and high-quality working environment.
- You follow the daily, weekly, and monthly reporting cycles of financial and operational KPIs for your teams, and you define actions to achieve the set targets.
- You translate operational needs into a feasible work plan to ensure timely and high-quality delivery. You allocate the necessary resources and take action in case of shortages.
- You interact with social partners within the framework of general organizational directives.
- You understand our sustainability strategy and goals, and you define actions within your department to help achieve the company's sustainability objectives

This is how we describe you

- You are a natural leader with strong people management skills, capable of building high-performing teams and fostering a culture of collaboration, accountability, and continuous improvement
- You are hands-on and pragmatic, not afraid to dive into operational challenges and lead by example to drive results on the ground.
- You are analytical and data-driven, using metrics and insights to guide decisions, optimize processes, and identify opportunities for growth.
- You are a problem solver and decisive thinker, able to assess complex situations quickly and make sound decisions that balance short-term needs with long-term impact.
- You are an excellent communicator with strong interpersonal skills, able to engage effectively with stakeholders at all levels and build trust across diverse teams.
- You are well-versed in Operational Excellence principles, with a solid understanding of lean methodologies, continuous improvement, and process optimization.
- You are experienced to work in an environment where digital technology is used to support efficient and scalable operations.
- You have a Bachelor's or Master's degree in Engineering or Economics, combining technical expertise with strategic business insight.
- You are professionally seasoned, including at least 2 years in a leadership role within an operations or supply chain background.

And of course, our offer to you...

- A competitive salary and company car, end of year premium and holiday pay along meal vouchers, net allowance, bicycle lease plan, group insurance as well as DKV hospital insurance for you and your family.
- Enjoy a discount on all Orac products, plus exclusive deals from A to Z - from airlines to zoos - with offers from over 200 companies in travel, fashion, food, electronics, entertainment, and more.
- Flexibility that fits your life: flexible working hours
- Growth and learning development opportunities that help you to broaden your knowledge

PASSION, INSPIRATION and LOYALTY are our values. Join a dynamic company with a fun and stable working environment. We would like to welcome you to our ORACIAN family!

<http://www.oracdecor.com>