

Job Description / Vacancy Announcement

CHIEF PRODUCTION OFFICER (CPO)

**Looking to make a real impact?
Passionate about production and manufacturing?
Want to build a career with potential for global impact?**

Norpak International, a social enterprise based in Sultan Town, Faisalabad, with more than 30 years of experience in responsible and sustainable production of handmade home and interior products and textiles for export and domestic sales, is looking for an experienced, motivated and ambitious Chief Production Officer (CPO) to oversee and lead our ongoing production operations and procedures, with a particular focus on quality, consistency and timely delivery.

The CPO role is a key member of the senior management team, reporting directly to the CEO. You will be responsible for the smooth and efficient running of all production and manufacturing lines. We therefore expect you to have sound technical knowledge of textile production and manufacturing procedures and functions, including sourcing materials, printing, dyeing, stitching, weaving, knitting etc. An ability to direct personnel towards maximum performance will set you apart as a leader. Decision-making and problem-solving will take up a great part of your day.

You will be assessed based on your performance in ensuring an efficient and productive manufacturing process that lives up to Norpak's internal quality and sustainability standards coupled with meeting customers' expectations and requirements. We also expect you to have excellent people skills, business acumen and exemplary work ethics.

Responsibilities

- Lead a team of heads of production units and managers to deliver on orders received, through organizing workflow and ensuring quality and consistency and meeting internal and external specifications and deadlines
- Monitor all manufacturing and production processes and identify any issues or challenges arising that may result in delays or compromise on quality or consistency, and propose solutions to efficiently resolve issues
- Develop and deliver on key performance indicators (KPIs) for all relevant production units, and ensure compliance with relevant environmental and social certifications, codes of conducts etc.
- Contribute to estimating costs and prepare relevant budgets
- Supervise and evaluate performance of relevant personnel in production units
- Enforce health and safety precautions in all production units and teams
- Contribute to designing and implementing business strategies, plans and procedures, and set comprehensive goals for performance and growth
- Contribute to establishing policies that promote company culture and vision
- Develop and review daily reports from all production units, and prepare regular consolidated production reports to the CEO

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Requirements

- Minimum 5-7 years of proven and relevant experience in leading production and manufacturing processes
- Demonstrable competency in strategic planning and business development
- Working knowledge of data analysis and performance/operation metrics
- Proficient in MS Office and ERP software
- Outstanding organizational and leadership abilities
- Minimum a BSc/BA in Textile Engineering, Business Administration or relevant field; MSc/MBA is a plus (relevant work experience may compensate for this)

Competencies

- Effective written and verbal interpersonal and communication skills (English, Urdu)
- Strong decision-making skills and a results-driven approach
- Ability to multi-task, set and meet deadlines
- Positive, convincing and confident personality
- Attention to detail and outstanding organizational and leadership abilities
- Strong time-management skills, as well as leadership and organizational skills
- Adaptability and ability to strategize and solve problems
- Integrity, honesty and ethical behaviour

Benefits

- For successful candidates, we can offer an energetic and forward-looking position, providing first-hand exposure to a unique company and ample opportunities to grow professionally and personally.
- A competitive remuneration and benefits package will be provided to the right candidate.
- Flexible working arrangements
- Day care centre for children below 5 years and education for 5 to 17 year olds.

More information and contact

- Visit our website www.norpak.pk or follow us on social media (@norpakint on Facebook, Instagram and LinkedIn)
- For any specific questions about this vacancy, please write to careers@norpak.pk

Norpak International celebrates diversity and especially encourages female candidates and persons with disabilities to apply.

Apply

To apply for this position, please submit the following to careers@norpak.pk:

- A letter of motivation, explaining in no more than one page why you are motivated to join Norpak International.
- Your updated CV
- Any applicable references

Please note that applications without a supporting letter of motivation may not be considered. Only shortlisted candidates will be contacted.

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Follow us on social media: @norpakint