

OPEN POSITION

THE TAYLOR GROUP, INC.
Louisville, MS

Title: Director of Quality Assurance

Reports to: Vice President

BASIC PURPOSE:

To oversee The Taylor Group, Inc. and its subsidiary companies' quality and continuous improvement efforts, to include strategy, training, coaching, and facilitating necessary changes throughout the organization. Responsible for establishing strategic plans, policies, and procedures at all levels for quality improvement to ensure that the products and services of the Taylor group of companies will meet or exceed internal needs and external customers' needs and expectations. Manage with outside agencies any quality certifications and approvals to include any international standards that may be required.

DIMENSIONS:

Budget _____

Direct Employees _____

Indirect Employees _____

NATURE & SCOPE:

This position reports directly to the Vice President, The Taylor Group, Inc. This is a senior level position and the incumbent will serve at the Senior Staff level which encompasses executive officers and other major department directors. All managers within manufacturing operations will report to this position in all matters concerning quality.

The key to developing a continuous system of improvement will be developing a corporate vision and mission, strategies, tactics, and key performance measurements which will be widely disseminated, understood, and used by all companies within The Taylor Group, Inc. The ultimate goal is that every employee will know, understand, and be driven by this vision and measurements. The Director of Quality Assurance will work with the various leaders in each company to assist in identifying and addressing quality issues and trends for a proactive and collaborative environment. He develop a continuous training program for the quality control team at all companies under The Taylor Group umbrella. Such training will include knowledge of quality inspection techniques, company policies and procedures pertaining to quality, to include recommended procedures by ISO and various quality organizations. Particular emphasis will be placed on training

QC Managers who will, in turn, communicate and train subordinates. He will identify and ensure quality training needs of other departments who interface with Quality Assurance.

He will work with Design and Manufacturing Engineering teams to ensure that new products meet reliability, cost, and time to market objectives. Activities will include continual refinements in the component standardization, design standardization, and manufacturability review processes. He will develop methodology to measure the effectiveness of new product reliability and delivery processes.

He will work with Engineering, Manufacturing, and Product Marketing teams to enhance the product validation methodology and process to ensure continual improvement in new product quality and reliability.

The Director will work with Operations personnel to improve supplier performance by enhancing programs to select and qualify key suppliers, monitor supplier performance, and ensure availability of critical parts to meet business needs.

He will work with the Sales and the Service teams to review and revise as appropriate the existing policies and procedures to ensure that they represent key customer concerns.

PRINCIPAL ACCOUNTABILITIES:

- 1. Oversee the development, modification, application, and maintenance of standards for quality operating methods, processes, systems, and procedures.**
- 2. Develop and coordinate the total quality programs throughout the Taylor group of companies, raising employee awareness of total quality objectives.**
- 3. Oversee the development and analysis of statistical data and product specifications to determine present standards and reliability expectancy of finished products. Work to address and remedy high priority customer quality issues.**
- 4. Ensure supply base meets quality objectives and manage corrective actions to improve supplier quality.**
- 5. Serve as contact point with outside organizations, such as ISO and various other quality organizations, in order to stay current on national and global quality programs.**
- 6. Work with department heads throughout the Taylor organization to ensure adequate training and quality management goals are continuously communicated.**
- 7. Improve product quality through the identification of trends and leading teams responsible for the reduction of warranty returns.**
- 8. Design and implement improvements in supplier qualification and supplier quality oversight.**
- 9. Review all contract proposals to identify any special requirements and relay to appropriate departments. Conduct contract specification**

reviews, both at the proposal stage and contract execution stage to assure that requirements have been clearly defined and can be met.

10. Engage in or arrange for professional training of Quality Control personnel for N.D.E. certification as required by applicable Codes and Standards.
11. Maintain and update Quality control manual required by code changes, ASME certificates of Authorization, State and Local Licenses, etc. Write new procedures when needed.
12. Supervisory responsibilities will include:
 - a. recruiting, hiring, and retaining a high performance team; mentor new employees with their transition into the company.
 - b. Defining employee objectives, conduct performance reviews, and recommending salary adjustments within corporate guidelines.
 - c. Coach and monitor direct reports.
 - d. Define and execute required training programs at all companies to address product, application, process, and technology training needs.

REQUIREMENTS:

At least five years experience managing global process and quality improvement systems in a manufacturing environment.

Proven track record in accomplishing product reliability and process improvement projects with demonstrated results.

Proven ability to motivate and inspire an entire organization to develop and achieve its objectives.

Previous background in training of individuals in manufacturing or quality processes.

Excellent communication skills and pro-active approach to solving problems.

Exceptional interpersonal skills showcased by a history of building constructive and effective relationships with all levels of people, both inside and outside the organization.

Experience with international and multi-cultural environment.

PHYSICAL & EDUCATIONAL REQUIREMENTS

Ability to travel

BS Degree in Business Administration with an emphasis on manufacturing management or technology or

BS Degree in Industrial Technology with emphasis on Quality Management.

Please email resume to Inez Blumenfeld at iblumenfeld@taylorbigred.com

Or

Call: 662-773-3421 Ext. 306, Fax: 662-773-9163

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