

**SKILLS FRAMEWORK FOR FOOD MANUFACTURING
SKILLS MAP - DIRECTOR OF OPERATIONS/PLANT MANAGER**

Sector	Food Manufacturing			
Track	Production			
Occupation	Management Executive			
Job Role	Director of Operations/Plant Manager			
Job Role Description	<p>The Director of Operations/Plant Manager oversees the food production, processes and automation engineering functions of the organisation and ensures that all food manufacturing objectives are achieved in a timely and cost-effective manner. He/She is responsible for strategic planning on production capacity and capability concerns, as well as managing costs, resources, manpower, and materials to sustain production capacity and capability. Furthermore, he bears the overall responsibility for ensuring food quality and safety across the plant's entire food production process.</p> <p>He champions the organisational vision and mission and is accountable for overall organisational excellence. As a team leader, he builds a high-performance team that works collaboratively, and has the ability to develop and execute functional strategies, as well as act as a change leader.</p>			
Critical Work Functions and Key Tasks	Critical Work Functions	Key Tasks	Performance Expectations (For legislated / regulated occupations)	
	Manage process workflow	Manage the overall performance, production output levels and quality of the food production function	In accordance with: <ul style="list-style-type: none"> • ISO 22000:2005 - Food safety management systems • Singapore Standard (SS) 590:2013 • SS 444:2010 • Food Safety System Certification (FSSC) 22000 • Good laboratory practices (GLP) • Good manufacturing practices (GMP) 	
		Plan production capacity and capability development for business growth		
		Manage cost factors relating to current and future production capacity planning		
	Set up and maintain food manufacturing equipment	Manage capital and facility maintenance projects and resources for equipment installation, service and repair		
		Determine equipment capabilities for new or revised factory layouts		
		Enhance manufacturing operations and processes to improve productivity and help achieve business initiatives		
Maintain hygiene, safety and standards	Set food production standards, equipment cleanliness standards and standard operating procedures (SOPs)			
Contribute to continuous improvement	Prioritise key process weaknesses for baseline continuous improvement to yield, quality, productivity and cost			
	Evaluate new methodologies to improve work processes			
Operationalise new and customised product manufacturing	Evaluate production plans of new food products			
	Develop new process capability to meet new food product requirements			
	Direct research on application of new and unique manufacturing approaches			
Skills & Competencies	Technical Skills and Competencies		Generic Skills and Competencies (Top 5)	
	Active and Smart Packaging	Level 6	Leadership	Advanced
	Advanced Processing Technology	Level 6	Problem Solving	Advanced
	Automated Food Manufacturing System Maintenance	Level 5	Transdisciplinary Thinking	Advanced
	Automated System Design	Level 5	Creative Thinking	Advanced
	Automation Process Control	Level 6	Sense Making	Advanced
	Budgeting	Level 5		
	Business Continuity Management	Level 6		
	Business Environment Analysis	Level 4		
	Business Negotiation	Level 5		
	Business Networking	Level 5		
	Business Performance Management	Level 5		
	Business Relationship Building	Level 6		
	Change Management	Level 6		
	Conflict Resolution	Level 5		
	Continuous Process Improvement	Level 5		
	Data Analytics System Design	Level 5		
	Data Synthesis	Level 6		
Document Control	Level 4			
Embedded System Integration	Level 5			

	Emergency Response Management	Level 5	
	Equipment Maintenance	Level 5	
	Food Manufacturing Facility Maintenance	Level 5	
	Food Manufacturing Process Design	Level 6	
	Food Production Management	Level 5	
	Food Safety Management	Level 4	
	Good Manufacturing Practices Implementation	Level 5	
	Green Manufacturing Design and Implementation	Level 6	
	Hazards and Risk Control, and Policy Management	Level 2	
	Innovation Management	Level 6	
	International Trade Legislation for Business	Level 3	
	Internet of Things Management	Level 5	
	Manufacturing Process Management	Level 5	
	New Product Introduction for Food	Level 5	
	Project Management	Level 6	
	Quality System Management	Level 6	
	Risk Management	Level 5	
	Stakeholder Management	Level 5	
	Strategy Development	Level 5	
	Systems Thinking	Level 5	
	Technical Presentation	Level 6	
	WSH Performance Management	Level 5	
Programme Listing	For a list of Training Programmes available for the Food Manufacturing sector, please visit: www.skillsfuture.sg/skills-framework/foodmfg		

The information contained in this document serves as a guide.