

SKILLS FRAMEWORK FOR PRECISION ENGINEERING SKILLS MAP - PLANT MANAGER				
Sector	Precision Engineering			
Track	Management			
Occupation	Operations Manager			
Job Role	Plant Manager			
Job Role Description	<p>The Plant Manager leads all manufacturing and engineering activities in the organisation to ensure that production objectives are achieved in a timely and cost-effective manner. He/She formulates and recommends manufacturing policies and programmes to guide the organisation in maintaining and improving its competitive position and profitability.</p> <p>He manages all aspects of the employees of the department and is responsible for performance management, and building high-performance teams that work collaboratively. He possesses abilities to develop and execute functional strategies, and act as a change leader.</p>			
Critical Work Functions and Key Tasks	Critical Work Functions	Key Tasks		Performance Expectations (For legislated / regulated occupations)
	Manage production operations	Direct the creation of flexible production and manpower systems		
		Lead installation and commissioning of new product manufacturing processes		
		Establish the organisation's maintenance strategies and systems		
		Establish shop floor execution and control parameters		
		Establish organisation's green manufacturing strategies		
		Establish the organisation's supply chain and logistics management processes		
		Direct organisational sales and marketing strategies		
	Establish management system requirements	Design the organisational quality management systems		
		Update the organisational quality management system for relevant industry benchmarks for best practices		
		Implement organisational workplace safety and health strategies		
		Manage organisational workplace safety and health audit programmes		
		Establish processes for managing corporate non-compliances		
	Contribute to continuous improvement	Manage innovation practices in organisation		
		Review manufacturing processes to reduce working capital and optimise inventory levels		
Analyse data for business insights identification				
Influence organisational development and strategy	Establish strategies for the business function			
	Review strategic technology and operation road mapping processes			
	Direct negotiation policies			
Skills & Competencies	Technical Skills and Competencies		Generic Skills and Competencies (Top Level 5)	
	Budgeting	Level 5	Problem Solving	Advanced
	Business Data Analysis	Level 5	Decision Making	Advanced
	Business Innovation	Level 5	Communication	Advanced
	Business Planning	Level 6	Interpersonal Skills	Advanced
	Carbon Footprint Management	Level 6	Sense Making	Advanced
	Change Management	Level 5		
	Competitive Business Strategy	Level 5		
	Conflict Management	Level 5		
	Cyber Risk Management	Level 5		
	Data Analytics System Design	Level 5		
	Data Synthesis	Level 6		
	Emergency Response Management	Level 5		
	Enterprise Risk Management	Level 6		
	Innovation Management	Level 6		
	Lean Manufacturing	Level 6		
Learning and Development	Level 5			

	Maintenance Coordination	Level 6	
	Manufacturing Process Design	Level 6	
	Manufacturing Process Management	Level 6	
	Networking	Level 6	
	New Product Introduction	Level 4	
	Organisational Analysis	Level 6	
	Procurement Performance Monitoring	Level 5	
	Production Planning	Level 5	
	Production Resource Management	Level 6	
	Project Management	Level 6	
	Quality System Management	Level 6	
	Research and Development	Level 5	
	Risk Compliance and Governance	Level 5	
	Supply Chain Solutioning	Level 5	
	Sustainable Manufacturing	Level 6	
	Technology Road Mapping	Level 5	
	Value Analysis	Level 6	
	Vision Leadership	Level 5	
	Workplace Safety and Health System Management	Level 6	
Programme Listing	For a list of Training Programmes available for the Precision Engineering sector, please visit: www.skillsfuture.sg/skills-framework/pe		