

Position Description

EXECUTIVE SEARCH

Vice President – Manufacturing Americas

PREPARED FOR:



27 SEPTEMBER 2024

AMERICAS | EMEA | APAC
ZRGpartners.com

Client: Bradken, a wholly owned subsidiary of Hitachi Construction Machinery

Role: Vice President – Manufacturing Americas

Location: Lima, Peru; Edmonton/Mont-Joli, Canada;
or Phoenix, Arizona

Reports To: Executive General Manager, Operations

Website: www.bradken.com



Situation Overview:

ZRG has been engaged to recruit a **Vice President – Manufacturing Americas** for Bradken, a global foundry and metal casting business specialising in innovative, custom-designed iron and steel parts and equipment.

About Bradken:

Bradken, together with their subsidiaries, manufactures and supplies consumable and capital products worldwide. The company operates through Mining and Transport, Mineral Processing, Fixed Plant, Engineered Products, and Cast Metal Services (CMS) segments.



Bradken equips the resource sector to sustainably advance society. They are delivering an optimised future through innovative solutions that help solve customers' problems. The company works to improve customers' operating costs and production levels through effective wear parts, services, and solutions across the mining value chain.



The company was incorporated in 1922 and is headquartered in Mayfield West, Australia. Formerly known as Bradford Kendall, Bradken operates as a wholly owned subsidiary of Hitachi Construction Machinery.



Their Vision

Bradken's vision is to be the resource sector's preferred partner for innovative wear solutions, supporting the purpose of equipping the resource sector to sustainably advance society.

With a 3,000-strong workforce, their ability to adapt and evolve keeps them positioned firmly as global leaders in the wear solutions market for the resources sector.

The company is more than a solutions provider; they are visionaries looking ahead to the problem spaces and paving the way for a more productive and prosperous future for the customers.



Their Values

Bradken's values are at the heart of their success. The company takes on challenges without fear; they see the customer in everything they do, and they are committed to open and honest communication that allows them to work collaboratively to support customers.

Challenge

The company takes on challenges without fear of failure, sets tough but achievable goals, and always looks for ways to improve.

Customer

Bradken strives to understand the customers' needs and solve their problems.

Communication

They work as a team, striving for collaboration within the business and with their customers and partners.



Global Footprint

Bradken operates nine foundries, five workshops, and over 36 sales offices globally, employing over 3,200 people.

Bradken currently has entities in Australia, Canada, USA, Peru, Chile, Brazil, Kazakhstan, Ghana, South Africa, China, Malaysia, India, and Indonesia.

Position:

The **Vice President – Manufacturing Americas** will report directly to the Executive General Manager, Operations (EGM). This leader will oversee strategy and direction of the manufacturing operations in the Americas region, with the objective of reducing manufacturing costs, delivering consistently and reliably, increasing production rates, improving product quality, improving safety culture, and reducing the environmental impact of the plants. The role includes line responsibility for four plant managers overseeing four manufacturing facilities in three countries, with over 500 personnel.

Accountabilities:

Safety and Sustainability (S&S)

- Ensure sites have a proactive, resilient S&S culture and work environment in which employees and contractors can deliver outputs in a controlled-risk environment;
- Ensure all work undertaken is authorised and safe;
- Role model a safer and healthier approach to productive work;
- Understand and actively mitigate and manage risks;
- Oversee and sponsor implementation of safety, health, and environmental systems;
- Ensure sustainability practices are part of the way work is done at site;
- Manage plans and systems to reduce exposure to emissions, sun, noise, etc.;
- Lead the execution of HSE strategies into manufacturing to drive world-class safety and ensure environmental compliance.

Functional Responsibilities

- With the EGM, Operations, develop strategies for manufacturing that support Bradken's growth, service, and commercial objectives;
- With the EGM, Operations, prepare the manufacturing budget to deliver against corporate objectives;
- In collaboration with the operations team, and with input from manufacturing managers, develop manufacturing plans to foster fit-for-purpose facilities that meet Bradken's goals;
- Lead and oversee the implementation and execution of manufacturing strategies across the business;
- Develop and maintain governance oversight of manufacturing policies and recommend programmes that guide the organisation in maintaining and improving the company's competitive position and the profitability of manufacturing facilities within the region;
- Deliver report of cost and benefit analysis for all manufacturing-related projects in conjunction with finance; integrate and regularly update project pipeline to maintain alignment with business priorities;

- Coordinate with technology team to establish tools and methods for monitoring and reporting Key Performance Indicators (KPIs) and provoking appropriate responsive behaviour;
- Lead and coordinate assessments of plants to identify areas for improvement and apply management best practices to optimise safety, enhance value stream activities, and drive standardisation (e.g., plant layout changes, installation of capital equipment, major repairs, etc.);
- Ensure comprehensive, efficient, and timely communication around manufacturing initiatives, projects, and outcomes;
- Develop and manage capital programmes for manufacturing sites, including identification, budgeting, and execution of both growth and sustenance projects;
- Oversee and control budgets and allocate resources amongst projects to ensure appropriate and effective spending; report on effectiveness;
- Ensure adherence to corporate quality and established ISO-9001 standards, developing and sustaining quality processes and auditing procedures;
- Monitor and report on operation process effectiveness and remedy areas in which improvements are needed;
- Maintain knowledge of developments within the industry to drive best-in-class manufacturing concepts, practices, and technology, thus improving manufacturing capability and efficiency.

Work Planning and Scheduling

- Develop and deploy manufacturing plans (two- to five-year outlook), resource allocation, and budget review (people, material, and capital) tied to business strategy and drivers;
- Direct the design, development, and implementation of all major manufacturing operation projects to ensure that standards for product quality and equipment are maintained and that innovative, cost-effective technology is used to maximise production;
- Translate manufacturing plans into operational priorities;
- Conduct manufacturing performance review (e.g., financial outcomes, portfolio contribution, operational efficiency, customer satisfaction, growth targets, compliance to legal and regulatory requirements such as safety and the environment, employee relations environment, and workforce capability); delegate improvement actions with regard to systems and processes;
- Strategically assign resources (particularly people and financial) across manufacturing to cater to operational priorities;
- Align people, processes, systems, and structure to the overall business strategy.

People and Organisation

- Ensure that the manufacturing operation's structures, systems, symbols, and leadership behaviours create a purpose-led, high-performing culture that is inclusive and promotes diversity;
- Demonstrate a visible commitment to the company's values and positive working behaviours through personal example;
- Provide clear goals, direction, and expectations for safe, authorised, productive work with clear and measurable performance standards;
- Establish and implement an effective resourcing strategy that guarantees the appointment of people in roles with the right level of capability (i.e., knowledge, experience, social process skills, application, and ability to deal with the complexity of the role);
- Ensure that direct reports and the senior leadership team work in an integrated way to provide a multi-disciplinary approach to complex or interdependent issues;
- Drive a culture that embodies the "One Bradken" approach;
- Ensure contractors are managed to the same standards as employees;
- Develop people by building capability and skills to support future growth, assessing and developing talent, and engaging with functional peers on succession plans and career paths;
- Foster and promote a work environment and culture with a strong focus on growing capability and reward for operational excellence and innovation;
- Contribute to the corporate talent review process by identifying capability and addressing competence deficits;
- Define and communicate task and performance expectations for direct reports, monitor performance against these standards, and act where appropriate (e.g., making adjustments to remuneration, performance counselling, initiating removal from the role, restating performance requirements, etc.);
- Coach and develop direct reports on management skills, operational performance issues, and change management relating to new systems and processes;
- Work with direct reports to formulate and implement individual development plans for improved performance;
- Engage in MoR discussions with each employee, with a focus on talent identification and career development;
- Oversee employee relations, including EA or union negotiations, where engagement with the employees is the company's first priority.

Key Relationships:

Role	Nature of Interaction (including relative responsibilities & contributions)
EGM Operations	<p>Leader – receives coaching and feedback on behaviour and performance</p> <p>Direction on strategy and business planning</p>
GM Manufacturing APAC	<p>Peer to this role.</p> <p>Collaborating on manufacturing strategy to ensure a global approach and Bradken performance is maintained.</p>
Site Managers	<p>Direct reports – provides coaching and feedback on behaviour and performance</p> <p>Provides direction on key deliverables to meet organisation expectation</p> <p>Facilitates Share learnings and collaboration so everyone can improve</p>
Head of Asset Management	<p>Direct report – provide direction on asset and maintenance strategies and centralised functions (eg capital projects) to meet forward plan</p>
Operations Leadership Team	<p>Peer to these roles</p> <p>Works closely to align priorities, integrate business processes, resolve issues with other operations functions and manufacturing sites to achieve Bradken's shared goals</p>
Sales Team	<p>Engages to understand their strategy and experience to ensure that Manufacturing operations are delivering to meet customer needs and expectations</p> <p>Communicates performance against quality, cost and delivery</p>
Marketing & Technology Team	<p>Work with team to gain alignment of manufacturing plans with R&D project portfolio, product development processes and product trials</p> <p>Provide feedback and drive action to resolve Product performance and product quality issues</p>
Safety, Sustainability & Quality team	<p>Work with team on developing functional risk, safety, quality and sustainability management systems & standards to be executed by manufacturing sites</p>

Role Dimensions:

The **Vice President – Manufacturing Americas** is responsible for providing leadership, direction, and a sharp vision for Bradken's Americas manufacturing facilities:

- Maintain compliance against quality and regulatory requirements;
- Lead a safety culture that delivers a TRIFR of under 2.5, with a goal of no injuries;
- Deliver a carbon-neutral work environment by 2030;
- Progressively improve all aspects of plant performance (safety, quality, delivery, and cost) to exceed manufacturing targets;
- Develop a five-year site strategy in collaboration with business teams to ensure support;
- Ensure the right capability exists onsite or can be easily accessed offsite to deliver on manufacturing plans.

Qualifications:

- Primary qualifications in business, engineering, or commerce;
- Ten-plus years in a senior management role within manufacturing;
- Experience with Lean manufacturing principles and continuous processing operations in heavy engineering environments;
- Demonstrated experience developing and implementing a Lean culture;
- Proven expertise in implementing and sustaining ISO-9001 systems, including new processes, policies, and technologies;
- Demonstrated strategic leadership, project management, and people management experience;
- Multilingual (English and Spanish); French proficiency preferred;
- Ability to function effectively at both the strategic and hands-on operational levels;
- Proficiency with Lean manufacturing principles and methods; experience with continuous improvement methodologies and programmes (Lean Six Sigma) preferred;
- Ability to negotiate solutions to complex problems and manage relationships with key stakeholders;
- Proven ability to influence, advise, and support leaders and managers of businesses on a range of complex issues;
- Excellent verbal and written communication skills;
- Ability to manage budgets and understand financial reports;
- Strong organisational and planning skills, including time management.

Senior Management:



Amanda McNaughton
Executive General Manager, Operations

Amanda McNaughton joined Bradken in February 2020 and was instrumental in building the supply chain planning team and developing Bradken's broader supply chain strategy before being appointed to the role of Executive General Manager, Supply Chain, in October 2021. She was appointed to the role of Executive General Manager, Operations in October 2022.

With over 20 years of experience in operations, supply chain management, and customer experience, Amanda has built a strong reputation as a professional leader in her field. Her career has been marked by significant achievements in initiating and delivering operational improvements and strategies within various organizations

Amanda holds a Bachelor of Chemical Engineering degree which complements her extensive background in the heavy manufacturing sector. Her expertise has been instrumental in driving efficiencies and enhancing operational performance at Bradken.

Why is this a compelling position?

Opportunity

With more than 100 unique professions and trades across a global footprint, the company offers a range of opportunities for your learning and development and career advancement.

Innovation

The company is proud to develop their products in partnership with the customers. Help their customers deliver better productivity, efficiency, and safety by thinking outside the box.

Rewards and Benefits

Bradken offers market competitive pay and total rewards package. The company also reward their employees for the great work they do with local and global recognition programs.



Location:

Lima, the capital of Peru, boasts a population exceeding 10 million, making it one of South America's largest cities. It is an economic powerhouse, with major industries like mining and textiles and prominent companies such as Southern Copper Corporation. Distinct for its rich blend of history and modernity, Lima is home to UNESCO-listed sites, vibrant neighbourhoods like Miraflores and Barranco, and a renowned culinary scene with top restaurants like Central and Maido.



Edmonton, Alberta, with a population over one million, is a major economic hub known for its oil and gas, manufacturing, and technology sectors. The city boasts a vibrant arts scene, highlighted by West Edmonton Mall and attractions like Fort Edmonton Park. With extensive river valley parks and numerous festivals, including the International Fringe Theatre Festival, Edmonton offers a rich blend of cultural experiences and outdoor recreation, appealing to both locals and visitors.



Mont-Joli, a quaint town in Quebec with a population of around 6,500, serves as a regional hub for agriculture and forestry, featuring local industries in manufacturing and tourism. The town is known for its picturesque landscapes and attractions like the Mont-Joli Lighthouse and nearby Bic National Park, which offers stunning coastal views and outdoor activities. Mont-Joli's vibrant cultural scene includes annual events like the Festival de la Saint-Jean-Baptiste, while its charming shops and artisanal markets enhance its appeal, making it a delightful destination for visitors.



Phoenix, Arizona, with a population of over 1.7 million, is the fifth-largest city in the US and a key economic hub. Known for its thriving healthcare, finance, and technology sectors, the city is home to major companies such as Intel and Banner Health. With stunning desert landscapes, attractions like Camelback Mountain and the Desert Botanical Garden, and a vibrant arts scene, Phoenix offers diverse shopping options from upscale malls to local markets. Its year-round sunny climate makes it a popular destination for outdoor activities and events, appealing to both residents and visitors.



Bradken in the News:

9 July 2024

[Bradken Recognized as Employer of Choice for Women](#)

19 June 2024

[North American Site Honoured with Company Sustainability Award](#)

13 March 2024

[Bradken Invests in renewable power generator Continuum Green Energy Group](#)

8 March 2024

[Bradken ramps up focus on mining sector](#)

22 January 2024

[Bradken invests in Peruvian foundry to serve mill liner demand in South America](#)

Interview Process:

ZRG provides our global Clients with a rigorous and patented assessment platform grounded in data and analytics. Our interview process includes the following:

1. Initial interviews with ZRG
2. ZRG presentation of candidates to Client for calibration and discussion; Client selects candidates for consideration and initial interviews
3. Candidates complete ZRG's on-line assessment
4. Finalist candidates advance to second and third round interviews with broader leadership team
5. Formal referencing
6. Offer extended

About ZRG Partners:

ZRG is a global talent advisory firm that is changing the way companies hire and manage talent. ZRG's data-driven approach to executive and professional search has been changing the way clients think about how to find top talent. The company's digital Zi platform combines talent intelligence, candidate insights, and process improvement to dramatically deliver executive searches quicker and with proven better results.



Greg Desnoyers
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Greg Desnoyers holds the position of Managing Director within ZRG's Global Industrial Practice, where his dynamic business acumen and data-driven entrepreneurial approach redefine executive search and talent advisory standards.

With over 15 years of multifaceted experience spanning operations, engineering, consulting, and talent acquisition, Greg is a trusted partner for public and private equity clients worldwide. His primary focus is placing top-tier executives at the Board, C-suite, and senior levels across the energy, energy transition, chemicals, and broader Industrial landscape.

[Link to complete bio for Greg Desnoyers.](#)



Alberto Yamada

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Alberto Yamada is Director of ZRG Brazil, one of the fastest-growing mid-sized global executive search firms in the industry. Alberto is based in both the São Paulo and Rio de Janeiro offices and member of the firm's Industrial practice. He brings a long track record of success in executive search and leadership development for industrial and agribusiness sector.

Prior to joining ZRG, Alberto was a Senior Associate from Egon Zehnder in Brazil, where he advised Latin America industrial clients on CEO succession, team assessment, and organization redesign. Previously, he was a Senior Analyst for Vale, a world's largest mining company, where he served in the procurement and market intelligence department. Earlier, Alberto was a Management Consultant for Accenture, where he served clients in multiple assignments related to organization redesign, M&A, post-merger integration, and business case.

[Link to complete bio for Alberto Yamada.](#)