



victrex

For the Appointment of
Manager Polymer Plants



FWB Park Brown

Executive Search

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Introduction from Jeff Versterre, Chief Operating Officer

Let me introduce myself, I'm Jeff Versterre, Chief Operating Officer for Victrex. Thank you for taking the time to become acquainted with Victrex and taking an interest in the Manager Polymer Plants role. I hope this candidate brochure will make you as excited as I am about Victrex. I'm delighted to have joined Victrex this summer, having lived and worked in the Netherlands, UK, USA and more recently Canada.

Victrex is a world leader in sustainable PEEK and PAEK-based polymer solutions. Our purpose is to bring transformational and sustainable solutions which address the world's material challenges every day.



Our products help replace metal across all of our 5 core markets – Aerospace, Automotive, Electronics, Energy & Industrial and Medical - and we are supported by global megatrends such as CO2 reduction, with our products helping planes to fly lighter, cars to remain efficient and supporting clinical benefit in the Medical device industry.

As Chief Operating Officer I'm responsible for Integrated Supply Chain which includes Manufacturing, Procurement, Supply Chain, Continuous Improvement, Quality, Asset Management and Safety. We have a comprehensive Integrated Supply Chain strategy and together we ensure we are fully aligned to drive operational excellence and safely deliver our role in Victrex's ambitious growth strategy

Whilst our growth strategy is appealing in itself, the opportunities we have to deliver transformational change in sustainability, asset management and continuous improvement are also instrumental in the delivery of our strategy and make Victrex a fantastic team for passionate Integrated Supply Chain professionals.

I would like to invite you to explore our website and learn more about our exciting products and growth opportunities www.victrex.com. You'll recognize we have a unique product, great position and financial profile and modern assets. However our most valuable assets are our people and working together as one team, with 800+ employees across all of our global locations, including at our UK manufacturing facilities. I do hope you'll enjoy learning more about Victrex and exploring the Manager Polymer Plants role with FWB Park Brown and I very much look forward to meeting you.

About Us

A world leader in PEEK and PAEK-based polymer solutions

With every new development, we seek to deliver better outcomes for our customers - helping manufacturers overcome complex design and engineering challenges.

Thinner, smarter, lighter, more fuel efficient and durable; we work continuously to achieve improved economic and performance solutions, guided by megatrends such as climate change, social demographics and technology breakthroughs.

Every day, millions of people use sustainable products and applications containing our materials - from smartphones, aeroplanes and cars to oil and gas operations and medical devices. The diverse and innovative uses for our PEEK polymer have never stopped growing and evolving.

Industries

Transforming industries

Find out how VICTREX PEEK is delivering innovations in these industries



20,000 +
Aircraft rely on Victrex solutions.

AEROSPACE SOLUTIONS >



500+ MILLION
VICTREX™ PEEK based parts in automotive applications

AUTOMOTIVE SOLUTIONS >



4+ BILLION
Mobile devices use APTIV™ acoustic film.

ELECTRONIC SOLUTIONS >



75+ MILLION
VICTREX™ PEEK seals in use today.

ENERGY SOLUTIONS >



100+ MILLION
Machines operate using Victrex solutions.

INDUSTRIAL SOLUTIONS >



13+ MILLION
Implanted devices worldwide use Invibio PEEK-OPTIMA™ polymers.

MEDICAL SOLUTIONS >

Facts & Figures Victrex at a glance

We help customers deliver new solutions to shape the world we live in, transforming industries and people's lives.

Our focus is on six core markets – aerospace, automotive, energy, electronics, manufacturing & engineering and medical – and our connection to global megatrends drives our product leadership and innovation within these markets, shaping new materials, forms and parts.

As the #1 PEEK experts we can advise customers on PEEK in ways no other company can, supporting organisations to accelerate their growth ahead of the market by delivering disruptive technologies.

We aim to help accelerate business success for all, in close collaboration with customers. We can support every stage of component development, from concept to commercialisation and help develop new supply chains to bring solutions to market.



Making a Difference

Innovation with imagination



Climate change, social demographics and technology breakthroughs are examples of the global megatrends reshaping our world. We apply new thinking that challenges the status quo, finding new ways to solve complex design challenges, with game-changing solutions that inspire breakthroughs using material science.

[Click here to watch video](#)



Role Description

Role Purpose:

To define, implement and manage the manufacturing strategy for a manufacturing asset(s), delivering operational excellence in all aspects of organisation safety, quality, planning, compliance, delivery and costs.

Principal Accountabilities:

- Accountable for the Health, Safety and Environmental standards of the asset(s). Promotes and leads an effective SHE culture, exceeding minimum regulatory requirements, ensuring compliance in all activities.
- Support the development of the overall business manufacturing strategy
- Translate the overall manufacturing strategy into short, medium and long term (3-5 years) manufacturing plans and performance metrics for own asset(s), ensuring optimal use of resources to meet current and future business needs.
- Delivery of manufacturing performance to meet business requirements in terms of improved production output, safety, technical performance, quality and cost.
- Deliver continuous improvement in consistency, flexibility and efficiency of the assets, embedding a continuous improvement mindset in all aspects of manufacturing capability.
- Collaborate with other relevant functions (R&D, Strategic Development, SBUs, Strategic Marketing) in support of feasibility, process and quality assessments to support innovation acceleration to ensure viable commercial scale-up and operational excellence.
- Assess, agree and implement new manufacturing methods and technologies for own manufacturing area in support of new and developing products and operational excellence.
- Develop and lead the implementation of new operational excellence initiatives, including strategic resource allocation, lean manufacturing principles, organisation structure, leadership, sourcing and integration, production systems and technologies for improved efficiencies.

Experience:

- Demonstrable experience of defining and delivering manufacturing strategies within an industrial/chemical environment
- Expert working knowledge of safe systems of work and statutory legislation in a hazardous process environment
- Demonstrable experience of successfully leading large manufacturing teams in highly regulated and/or hazardous environments
- Extensive knowledge of plant and/or thermoplastic manufacturing processes
- Expert working knowledge of Lean / Six Sigma / operational excellence practices
- Demonstrable experience of successfully managing operating budgets for relevant types and sizes of manufacturing facilities

Functional Skills:


Qualifications and professional memberships:	Essential/Desirable:
Degree in Engineering or Scientific discipline or equivalent experience.	Essential
Membership of Professional Engineering body	Essential
MBA	Desirable
Lean manufacturing methodologies	Desirable

Significant Role Metrics:

- Revenue generation contribution between £200m-£300m per annum
- Team of c60
- Highly complex chemical manufacturing processes, Lower Tier COMAH



Victrex Operational Excellence Strategy



VICTREX OPERATIONAL EXCELLENCE STRATEGY

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Victrex Strategy

We bring transformational and sustainable solutions that address world material challenges every day!

- Growing faster than sector in targeted areas
- Rooted in product leadership.
- Maintaining and growing markets; new and existing
- Based on strong ESG credentials

With a global integrated supply chain and partnerships:

- Underpinned by Sustainability and Operational excellence that secures our cost competitiveness leveraging latest available (digital) technology.

ISC: Support Victrex delivering on strategy

- ▶ Best in class safety, quality, operational, customer service and product performance
- ▶ A cost position that creates a competitive advantage in our industry
- ▶ Leveraging proficiency of our highly skilled work force, proud owners of our assets.
- ▶ We know that our assets are safe plus ready to support growth and we can proof it.
- ▶ Expand and Leverage Procurement capabilities beyond raw materials to drive savings
- ▶ Sustainable continuous improvement of safety and productivity through standardized best in class work processes [upstream polymer] and lean tools [downstream forms, parts]

ISC functional end state targets:

SAFETY: OSHA injury rate <0.2, No reportable Process Safety Incidents
Zero Tolerance for Golden Rule breaches widely accepted

PEOPLE: Capability in Asset Management and CI, Develop a talent bench, D&I

SERVICE: 98% OTIF versus promise with optimized stock levels
Customer supported with real time order information

COSTS: Supply chain costs 5 % of revenue, COPQ reduction
3% year-on-year cost productivity, 2.5% procurement savings vs index

CAPITAL: AP 60 days, 12 wks on hand inventory, Reinvestment capex ratio ~1

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Asset Management Strategy

1st draft



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How to Apply

To apply, please send your CV and covering letter to Jaclyn Needham or Ailsa Sutherland on:

fwb@fwbparkbrown.com

Or alternatively, you can contact them at our Edinburgh office for an initial confidential discussion on:

+44 131 539 7087.





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