



victrex

For the Appointment of  
**Plant Manager Rotherham**



# Contents

Introduction from Jeff Versterre, Chief Operating Officer .....	1
About Us .....	2
Role Description .....	5
Victrex Operational Excellence Strategy .....	7
How to Apply .....	7

## 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 Plant Manager Rotherham 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](http://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 Plant Manager Rotherham 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

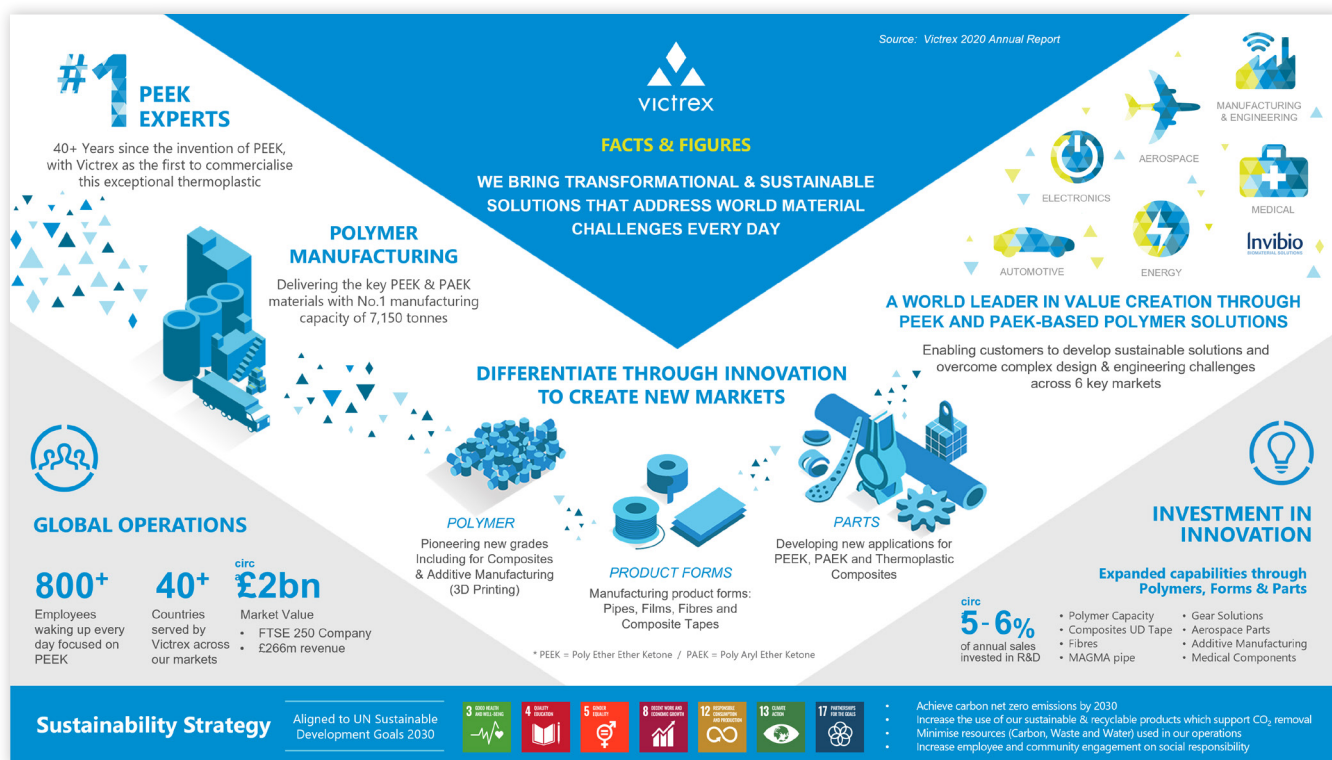
### Victrex at a glance

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 lead and manage all aspects of manufacturing production for a distinct manufacturing facility, ensure required standards and performance is achieved at all times including SHE, process safety, quality, production output, inventory accuracy and realisation, cost and people

### Principal Accountabilities:

- **Local Responsible Person** - responsible for ensuring that the risks associated with hazards in their business area at their location are adequately managed
- **Defines, agree and implements in year objectives and plans** for plant area in support of delivery of manufacturing strategy. Contributes to development of manufacturing strategy for plant area
- **Co-develops and agrees the production plans for plant area** via integrated business planning; optimises manufacturing activities and resources to ensure delivery of production plans to required standards and timescales
- **Prepares, monitors and manages plant budgets** in line with the agreed business plans.
- **Delivers production plans and manages day-to-day manufacturing activities, assets and equipment** to all required company and regulatory standards and policies including safety, quality, cost and people at all times
- **Drives a continuous improvement culture** and mindset in support of optimised performance for safety, quality, cost, delivery and people management
- **Supports customer complaints processes** and resolution; defines and implements improvement solutions
- **Proactively works with stakeholders to create and embed integrated ways of working** in support of achieving company objectives and priorities.
- **Lead/supports the evaluation, recommendation and implementation of new technology, equipment and manufacturing practices for plant area** in support of improve production efficiency and cost effectiveness. (lead for innovation/novel platforms, support for established platforms)
- **Supports feasibility assessments of new process/product/product derivative opportunities;** including manufacturing process capability, quality specifications, scale-up and cost benefit analysis
- **Leads and develops a highly effective and competent** team through coaching, engagement and empowerment
- **Manages local third party contract services and provisions**

### Experience:

- Significant, proven experience of managing relevant manufacturing/plant operations
- In-depth experience and working knowledge of the range of disciplines relevant to manufacturing area (see table) including process safety, SHE management process engineering, maintenance, finance

- In-depth working knowledge of relevant regulatory and legislative requirements and standards relevant to assets and overall manufacturing facility
- Proven experience of effectively leading and managing multi-disciplinary teams
- Proven experience of operating in a fast paced, demanding environment with the ability to reconcile and prioritise conflicting demands
- Strong aptitude for root cause analysis and trouble-shooting operational issues
- Excellent personal organisation and time management skills

### Functional Skills:

Qualifications and professional memberships:	Essential/Desirable:
Degree in relevant engineering or science discipline	Essential
Chartered Engineer or equivalent	Essential for chemical plant manager

### Significant Role Metrics:

- Revenue generation contribution between £25 - £75m per annum
- Team of c50
- Highly complex chemical manufacturing processes, Top Tier COMAH



# Victrex Operational Excellence Strategy

VICTREX CONFIDENTIAL



## VICTREX OPERATIONAL EXCELLENCE STRATEGY

### 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

VICTREX CONFIDENTIAL

## How to Apply

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

[fwb@fwbparkbrown.com](mailto:fwb@fwbparkbrown.com)

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

+44 131 539 7087.



**FWB Park Brown**  
**T: +44 (0)131 539 7087**  
**[www.fwbparkbrown.com](http://www.fwbparkbrown.com)**

---

**FWB Park Brown**

---

Executive Search