

1. JOB DETAILS

Job Title	Manager, Manufacturing
Reports To	Sr. Division Director, Manufacturing
Division	Manufacturing
Department	Manufacturing
Prepared / Revised On	4/22/2026
Posting Closes On	

2. JOB PURPOSE

Summarize in one statement how this job contributes to the overall mission and goals of PAC.
<ul style="list-style-type: none"> Ability to lead large numbers of employees across cross functional teams towards a common company goal. Leads and executes composite manufacturing operations to meet PAC's safety, quality, cost, delivery, and growth objectives. This role is accountable for day-to-day factory performance, workforce leadership, process discipline, and continuous improvement across composite fabrication and support operations, ensuring repeatable, scalable production aligned with customer and regulatory requirements

3. KEY ACCOUNTABILITIES

List the key accountabilities that must be carried out to fulfil the job purpose.	% of time
Manages, plans, and directly develops employees, assists in the creation of efficient processes through hands-on development and training, tracks departmental progress through analysis of recorded data and information of additional test-points, correlates	15
Provides leadership through communication and knowledge transfer, provides visionary leadership, defines department outcomes and goals, while establishing a productive and motivational working climate	15
Owns daily manufacturing performance across composite fabrication operations, including safety, quality, delivery, labor efficiency, and cost	10
Leads, develops, and holds accountable supervisors and hourly teams; drives training, engagement, and retention of skilled manufacturing talent	10
Establishes and maintains standard work, visual management, and production controls to ensure repeatable and scalable processes	10
Drives continuous improvement initiatives focused on yield, scrap reduction, cycle time, and labor efficiency	10
Plans and manages department staffing and budgets in alignment with production demand and financial targets	10
Partners cross-functionally with Quality, Engineering, Supply Chain, and Program teams to resolve constraints and support customer commitments	10
Plans, organizes, and implements Manufacturing procedures in accordance with schedules, manpower skills and capabilities, as well as works toward accomplishing these objectives within established costs on estimates and budget allocations	10

4. QUALIFICATIONS, EXPERIENCE, & SKILLS

State the minimum acceptable qualifications, experience and skills for this job.	
Minimum Educational Qualifications	BACHELOR'S OR MASTER'S DEGREE IN BUSINESS MANUFACTURING, ENGINEERING OR TECHNOLOGY OR OTHER RELATED FIELD OF STUDY REQUIRED / PREFERRED

Minimum Experience	MINIMUM 8 YEARS OF PROGRESSIVE MANUFACTURING EXPERIENCE, INCLUDING AT LEAST 5 YEARS IN A LEADERSHIP ROLE WITHIN A REGULATED MANUFACTURING ENVIRONMENT. EXPERIENCE IN COMPOSITE MANUFACTURING, AEROSPACE, OR ADVANCED MATERIALS STRONGLY PREFERRED.
Other Job-Specific Skills	STRONG WORKING KNOWLEDGE OF CONTINUOUS IMPROVEMENT PRACTICES, MANUFACTURING, PRODUCTION PLANNING, ENGINEERING, FINANCE, ANALYTICS, SIX SIGMA, COST CONTROL, AND LEAN TOOLS, MICROSOFT OFFICE SUITES REQUIRED

5. KEY PERFORMANCE INDICATORS

List the typical key performance indicators that are used to measure success in the job.

- FINANCIAL BUDGETS
- SAFETY PERFORMANCE
- SCHEDULE ADHERENCE / ON-TIME DELIVERY
- LABOR EFFICIENCY (EARNED VS ACTUAL HOURS)
- SCRAP AND REWORK
- COST VS BUDGET
- WORKFORCE STABILITY (TURNOVER, TRAINING PROGRESSION)

6. COMMUNICATIONS & WORKING RELATIONSHIPS

List the main internal and external working relationships for this job, and the reasons for interaction.

Internal Contacts	<ul style="list-style-type: none"> ▪ SENIOR LEADERS ▪ TECHNICIANS ▪ HR ▪ PAC PERSONNEL (OTHER TEAMS/DIVISIONS)
External Contacts	<ul style="list-style-type: none"> ▪ SUPPLIERS ▪ CUSTOMERS ▪ AUDITORS / REGULATORS

7. JOB DIMENSIONS

No. of Direct Reports	2 to 10
No. of Indirect Reports	15 to 100
Financial Dimensions	Varies by business conditions

8. DECISIONS EXPECTED

Describe 2 – 3 typical decisions that this job is expected to make and / or influence.

- Staffing and overtime adjustments
- Production priorities and sequencing
- Corrective actions for safety, quality, or delivery issues

9. COMPETENCIES IMPORTANT FOR SUCCESS

Describe the core competencies critical for this job role (See Competency Matrix)

- Developing Self and Others. Actively seeks to improve one’s own knowledge and abilities. Identifies talent and skills within team and helps them succeed by providing coaching development opportunities and exposure.
- Creating Teamwork and Valuing Relationships. Develops a network of internal/external relationships that facilitates a culture of collaboration and fosters an inclusive environment where diverse perspectives are embraced.
- Technical and Business Acumen. Develops specific knowledge and organizational alignment in one’s area of focus. Understands business functions and how industry, social, political, and environmental changes contribute to business objectives.

10. WORKING CONDITIONS

Identify the working conditions and physical demands which relate to the essential functions of the position (e.g., physical requirements, work environment, travel, necessary OT, etc.)

1. Incumbents may be routinely exposed to equipment operational noise heat-cold-dust, and parts.
2. Incumbents may be required to stand, sit, squat, walk, bend, move, reach, or stretch for prolonged time periods with no restrictions, as required by job duties.
3. Read, hear, speak, and see with no restrictions, as required by job duties.
4. Pull, push, carry, lift, or move items up to 15 lbs. throughout the work shift without assistance, as required by job duties.
5. Pull, push, carry, lift or move materials/people/items/equipment weighing up to 50lbs or more during the work shift, with the use of Company provided “reach assistance technology” or “movement assist technology” (fork-lifts, pallet jacks, pulleys, dolly’s, robotics reach equipment, people movers etc.), as required by job duties.

11. APPROVALS

Manager (Dept. Manager / Division Head)

Signature		Date

Human Resources

Signature		Date

FOR COMPENSATION USE ONLY

Job Grade	
Job Code	
Position Number	