

## Factory Director

Location: Entobel HCMC office, Entobel Dong Nai, and Entobel Ba Ria-Vung Tau.

### YOUR ROLE:

The Factory Director's ultimate goal will be to ensure that a high utilization rate of the factory is maintained at low production costs with sufficient product quality and consistency. Finally, the Factory Director will, with the support of his managers, also ensure compliance with regard to law, safety, and environmental standards.

### YOUR RESPONSIBILITIES:

- The Factory Director will be responsible for the drafting and implementation of SOPs and continuously look at improving current processes and participating in innovation.
- will create and oversee policies and procedures which ensure that the productivity of the organization is optimized.
- Support HR/Admin dept., on the Training Plan, Sales, Engineer, and R&D department with input from production.
- The Factory Director is responsible for all aspects of the factory: operations, maintenance, safety, budgeting, forecasting, and supply.
- Manage the total operation of the production facility according to divisional objectives while maintaining the efficiency necessary to achieve a maximum margin of profit.
- Actively advise the CEOs and participate directly in planning, organizing, maintaining, and developing necessary resources, including motivating employees to fulfill assigned duties or tasks.
- Advising the CEOs on the situation and trends of activities as well as set goals for each specific period.
- Responsible for the day-to-day running of the production facility, organization of personnel, and the manufacture to meet targets.
- Initiate budget consistent with plant needs and corporate goals. Responsible for monitoring daily operations and expenses to meet and fall within the approved budget.
- Manage the staff through responsible training, clear job assignment definition and explanation, correct deficient performance, and effectively reward and develop all employees.
- Collaborate with functional departments to address and resolve effectively all issues concerning factory field operations such as quality, engineering, productivity, training, performance appraisal, 5S discipline, and safety.
- Maximize finished product quality standards and consistency.
- Continued compliance with Health and Safety and Environmental Law and Policy.
- Supervise and assure that the plant is operated in a safe, clean, and efficient manner, complying with all company and government regulations.
- Supervises equipment purchase, maintenance, and layout.
- Set up KPIs for the Production Department, as well as evaluate the results of overall operations regularly and systematically and reports these results to the BOM.
- Coordinate and supervise ordering, receiving, and positioning of ingredient inventories.
- Improve Production Process and Champion the Continuous Improvement Programme.
- Creating quality assurance guidelines or processes, and maintaining product quality.
- Communicate with stakeholders and ensure customer expectations are met
- Manage the site stock control and variances.
- Maintain HACCP systems to Company requirements.

### WHAT WE NEED FROM YOU

- Has participated in factory commissioning and startup.
- Excellent verbal and written communication skills in Vietnamese and English.
- Excellent organizational and managerial skills.
- Deep knowledge of production management.
- Thorough understanding of the policies and practices used in the manufacturing division.
- Ability to set long-term goals and communicate them to others.
- Ability to motivate and organize multiple efforts to accomplish goals.
- More than 5-year experience as a plant manager or similar positions in the feed/food manufacturing industry with over 200 workers.
- Engineer background with an understanding of industrial automation and its maintenance requirements
- Strong experience in the management and operation of factory maintenance & manufacturing equipment.
- Strong Problem-Solving Skill/ Time-Management Skill/ Leadership Skills.
- Knowledge of Safe Feed / Safe Food programs, HCAPP, ISO 22000
- Ability to coach and mentor employees on a one-on-one basis as well as a group
- Working knowledge of Health and Safety and Environmental regulations

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- Knowledge of performance evaluation and budgeting concepts.
- Experience in reporting on key production metrics.
- Proficient in MS Office and ERP software.

## ABOUT ENTABEL:

Entobel is a Singaporean-based biotech company that aims to close the global food system's loop by upcycling low-value biomass into functional ingredients thanks to insects. From our existing site located in Dong Nai province, the first one of its kind certified ISO 22000 since 2020, we have been the largest insect exporter from Asia for pet food applications to the US and other countries.

The focus of Entobel remains a strong and aggressive penetration on the aqua market in Asia, especially Vietnam, and particularly for all stages of shrimps and some fish species including seabass while developing and leveraging premium applications globally (petfood, aqua in the US, EU, Japan, etc.)

The product has been tested with all the major feed mill players with very good feedback on overall performance as well as on potential functionalities such as palatability (higher feed intake) and health (challenge tests showing higher survivals for insect meal-based feeds). Driven by increasing demand, Entobel is scaling up its activities with the construction of a new site allowing it to produce 10.000MT of high-quality insect protein per year by the end of 2023.

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