

<b>Position Title:</b>	Quality Manager
<b>Department:</b>	
<b>Directly reports to:</b>	General Director
<b>Direct Reports:</b>	Tbd

<b>Job Summary</b>	<ul style="list-style-type: none"> <li>• Development of QM systems, process optimization, documentation, internal and external audits, and employee training</li> <li>• Monitoring of processes, product controls, and error analyses, ensuring compliance with quality standards in close collaboration with global teams, especially in Germany and China</li> <li>• Responsible for the disciplinary management, organization, and further development of assigned QM/QA departments and engineers into an independent and autonomous unit with strong quality awareness.</li> </ul>
<b>Key Tasks and Responsibilities</b>	<p><b>Quality System &amp; Continuous Improvement</b></p> <ul style="list-style-type: none"> <li>• Development and Implementation of QM/QA/QC Processes</li> <li>• Problem-Solving with 8D Methodology and Root Cause Analysis (RCA): Implement 8D and RCA processes to address quality issues, identify root causes, and ensure lasting corrective solutions</li> <li>• Corrective and Preventive Action (CAPA): Develop and manage CAPA processes to address non-conformities, prevent recurrence, and drive continuous improvement</li> <li>• Customer Complaint Management: Handle customer complaints by identifying root causes, implementing timely corrective and preventive measures, and integrating improvements into production to ensure consistent quality and customer satisfaction</li> <li>• Standard Operating Procedures (SOPs) and Documentation: Maintain and develop SOPs, checklists, and OK/Not OK sample references to standardize inspection and evaluation processes, ensuring consistency and accuracy</li> <li>• Failure Mode and Effects Analysis (FMEA): Conduct FMEA to identify potential failure modes, assess their effects, and implement preventive measures to mitigate risks</li> <li>• Risk Management: Identify and assess quality-related risks, developing strategies to mitigate them and ensure business continuity</li> <li>• Global Quality Standards: Ensure alignment with global quality standards and best practices, facilitating the integration of quality management systems across international operations.</li> </ul> <p><b>Process &amp; Product Quality Control</b></p> <ul style="list-style-type: none"> <li>• Deep Understanding of Production Processes: Possess a comprehensive understanding of the entire production process to ensure consistent product quality at every stage of manufacturing</li> <li>• Statistical Process Control (SPC): Utilize SPC techniques to monitor and control production processes, ensuring they operate within specified limits and maintain product quality</li> <li>• Incoming Inspections: Oversee incoming inspections of raw materials and components from suppliers to ensure they meet the required quality standards</li> </ul>

	<ul style="list-style-type: none"> <li>• Test Equipment Monitoring: Supervise test equipment, spare part monitoring to ensure that all test is calibrated and in good condition, and assist in carrying out tests and inspections.</li> </ul> <p><b>Supplier &amp; Customer Quality Management</b></p> <ul style="list-style-type: none"> <li>• Supplier Evaluation and Management: Evaluate suppliers based on quality criteria, ensuring a stable and high-quality supply chain. Guide the Purchasing department in adhering to quality standards and procedures</li> <li>• Customer Visits and Inquiries: Host customer visits at the plant and address any quality-related inquiries or concerns, providing detailed and transparent information</li> <li>• Audit Preparation: Prepare for customer audits by ensuring all documentation and processes are in order, maintaining trust and meeting compliance requirements</li> <li>• Special Projects: Manage special projects to meet the specific requirements of key customers, ensuring that all quality standards are met.</li> </ul> <p><b>Leadership &amp; People Development</b></p> <ul style="list-style-type: none"> <li>• Management of Employees: Take on the personnel and technical management of the employees assigned, including providing guidance, training, and support to ensure high performance and continuous improvement.</li> </ul>
<b>Skills and Abilities</b>	<ul style="list-style-type: none"> <li>• Ability to work cross-functionally and collaborate with suppliers and customers effectively.</li> <li>• Good experience in handling and evaluating of raw materials, semi-products and finished products quality.</li> <li>• Excellent analytical skills down to details, well-structured workstyle</li> <li>• Ability to work under pressure and able to deal with conflicting parties/ interests</li> <li>• Absolutely reliable, honest and keeping the technical know-how strictly confidential</li> <li>• Good health, not color blind and not allergic with chemical working environment</li> <li>• Willingness to occasional business trips or customer visits</li> </ul>
<b>Experience and Education</b>	<ul style="list-style-type: none"> <li>• College/ University graduation in Engineering or Chemistry</li> <li>• Minimum of 3 years of experience in Quality Management, Quality Assurance or a similar role</li> <li>• Priority candidates who has experience in multinational company, special in coating/ painting/ chemical, high-tech manufacturing company</li> <li>• Strong English communication skills and willingness to work in an international team</li> </ul>
<b>Contact</b>	Interested? Please send your application to <a href="mailto:Career@kurz.vn">Career@kurz.vn</a>