



## Regional Manufacturing Operation Leader/Plant Manager

### Shape Regional Operations Strategy in AP

#### Job Information

##### Hiring Company

[Qnity Japan](#)

##### Subsidiary

EKC Advanced Electronics 1 Japan K.K.

##### Job ID

1575016

##### Division

Electronics

##### Industry

Electronics, Semiconductor

##### Company Type

Large Company (more than 300 employees) - International Company

##### Non-Japanese Ratio

Majority Japanese

##### Job Type

Permanent Full-time

##### Location

Tokyo - 23 Wards, Chiyoda-ku

##### Train Description

Ginza Line, Tameike Sanno Station

##### Salary

11 million yen ~ 15 million yen

##### Salary Bonuses

Bonuses included in indicated salary.

##### Work Hours

9:00 - 17:30 Flextime system or managerial position

##### Refreshed

April 15th, 2026 07:00

#### General Requirements

##### Minimum Experience Level

Over 6 years

##### Career Level

Mid Career

##### Minimum English Level

Business Level (Amount Used: English usage about 50%)

##### Minimum Japanese Level

Business Level

##### Minimum Education Level

Bachelor's Degree

**Visa Status**

Permission to work in Japan required

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**Job Description**

**Are you looking to power the next leap in the exciting world of advanced electronics?** Do you want to help solve problems that drive success in the rapidly evolving technology and connectivity landscape? Then bring your problem-solving, passion, and creativity to help us power the next leap in electronics.

At Qnity, we're more than a global leader in materials and solutions for advanced electronics and high-tech industries – we're a tight-knit team that is motivated by new possibilities, and always up for a challenge. All our dedicated teams contribute to making cutting-edge technology possible. We value forward-thinking challengers, boundary-pushers, and diverse perspectives across all our departments, because we know we play a critical role in the world enabling faster progress for all. Learn how you can start or jumpstart your career with us.

**Job Description**

We are seeking a highly motivated and experienced Regional Contract Manufacturing Operations Leader to manage and optimize the performance of our Contract Manufacturers (CMs) in Asia, with a particular focus on Japan.

The ideal candidate will be accountable for supply chain performance, quality assurance, productivity, and safety standards at our partner manufacturing facilities. This role will drive continuous improvement initiatives and foster a strong partnership mindset to enhance operational efficiency and effectiveness.

- **Business Accountability:** Lead overall business performance metrics for CMs in Asia, ensuring compliance with established standards in supply, quality, productivity, and safety.
- **Continuous Improvement Initiatives:** Champion a culture of continuous improvement and develop a "Partner of Choice" mindset among CMs to maximize quality, delivery, safety, and productivity results.
- **Primary Liaison:** Act as the principal point of contact for the Kalrez® business, coordinating resources and driving resolutions on critical activities impacting operations.
- **Performance Communication:** Collaborate with the Contract Manufacturing Manager to create and disseminate content related to CM performance for internal communications and leadership updates.
- **Performance Evaluation:** Assess CM performance continuously, identifying opportunities alongside functional leadership to adjust volumes for enhanced cost and supply performance.
- **Compliance Management:** Oversee the timely resolution of issues raised at Qnity, ensuring that concerns from customers and CMs are addressed and resolved in a compliant manner.
- **Operational Insights:** Develop a comprehensive understanding of CM operations, technologies, and capabilities to facilitate quick decision-making and to uncover opportunities for global leverage with support from the Management Team (MT).
- **Project Oversight:** Supervise the implementation of leverage-in projects, ensuring successful execution and alignment with business goals.
- **Make vs Buy Assessments:** Conduct detailed analyses to evaluate the necessity of new CMs and assess performance capabilities to support business growth strategies.
- **Integrated Operations Management:** Serve as the regional manager within Integrated Operations as required, coordinating activities across Operations, Supply Chain, and related functions.

**Why Join Us?**

- Be part of a **global innovation leader** driving advancements in electronics and industrial solutions.
- Work in a **dynamic environment** with opportunities for career growth and professional development.
- Collaborate with **industry experts** and make a tangible impact on product quality and efficiency.

**Compensation & Benefits****Work Location**

- Qnity Group Headquarters
- Sanno Park Tower, 2-11-1 Nagatacho, Chiyoda-ku, Tokyo 100-6111 (1-minute walk from Tameike-Sanno Station)

**Salary**

- Final amount will be determined based on experience and ability.
- The above range includes **base salary + performance-based bonus**.
- Performance-based bonus: Generally paid once a year in March, based on individual performance and business unit results.

**Working Hours**

- Standard working hours apply.
- Flexible work system available with core time: **11:00 – 15:00**.
- If a discretionary labor system applies, flextime does not apply, and work is considered as 8 hours per day. In this case, a separate **discretionary allowance** will be provided.

**Holidays & Leave**

- Saturdays, Sundays, public holidays
- Year-end/New Year holidays
- Company anniversary
- Paid annual leave

- Special paid leave (weddings, funerals, etc.)
- Sick leave
- Childcare leave
- Nursing care leave
- Menstrual leave, etc.

#### Benefits & Welfare

- Employment type: Permanent (no fixed term)
- Salary increase: Generally once a year in March
- Commuting allowance: Public transportation pass or gasoline allowance (per company policy)
- Social insurance and labor insurance coverage
- Retirement plan (corporate defined contribution pension)
- Disaster and disability compensation
- Health programs (annual health check, Employee Assistance Program, 24-hour health consultation), etc.

#### Handling of Personal Information Collection

Application-related documents and any accompanying personal information received for the purpose of applying to Qnity job openings will be stored and managed strictly and securely. This information will only be used for recruitment activities, such as contacting you regarding the selection process, and will not be used for any other purpose.

Qnity is an equal opportunity employer. Qualified applicants will be considered without regard to race, color, religion, creed, sex, sexual orientation, gender identity, marital status, national origin, age, veteran status, disability or any other protected class. If you need a reasonable accommodation to search or apply for a position, please visit our [Accessibility Page](#) for Contact Information.

#### Required Skills

##### Education:

- **Bachelor's degree or higher**, in Engineering, Science, or a related technical field.

##### Experience

- **10+ years of experience in manufacturing operations**, contract manufacturing, supply chain, or related fields within an industrial, pharmaceutical, or technology-driven environment.

##### Qualifications

- **Strong strategic thinking and execution capability**, with the ability to translate business goals into actionable operational plans.
- **Advanced negotiation skills**, with demonstrated success in influencing internal and external partners and resolving complex challenges.
- **Proven ability to operate effectively within a global network**, working collaboratively with international stakeholders to drive business outcomes.
- **Business-level proficiency in both Japanese and English**, with excellent verbal and written communication skills in multicultural environments.

##### Other requirements:

- Frequent domestic travel (approximately 90%) and occasional international travel (approximately 10%) are required.
- because of regular communication with colleagues and leaders in the United States, evening meetings will be necessary.

#### Company Description