

PR/161012 | Senior Manufacturing Manager - CNC Machining & Welding

Job Information

Recruiter
JAC Recruitment Malaysia

Job ID
1610000

Industry
Other (Manufacturing)

Job Type
Permanent Full-time

Location
Malaysia

Salary
Negotiable, based on experience

Refreshed
October 27th, 2026 19:00

General Requirements

Minimum Experience Level
Over 10 years

Career Level
Mid Career

Minimum English Level
Fluent Level

Minimum Japanese Level
None

Minimum Education Level
Associate Degree/Diploma

Visa Status
No permission to work in Japan required

Job Description

Our client is an established Japanese manufacturing company specializing in precision engineering, CNC machining, welding and fabrication of industrial components. They are expanding operations in Malaysia and are looking for a strong manufacturing leader to join them.

This position you will be responsible for the overall management, development and performance of the manufacturing operations including CNC Machining, Welding, and Quality Control (QC). This is a key leadership role to establish and strengthen manufacturing capabilities as the company scales up production. You will be hands-on in building systems, improving efficiency, and leading the production organization to deliver safely, efficiently, and cost-effectively

Overall Manufacturing Management

- Take overall responsibility for the performance and management of manufacturing operations.

- Lead and manage CNC Machining, Welding, Production Control and QC functions.
- Develop and implement manufacturing strategies aligned with company objectives and customer requirements.
- Establish appropriate manufacturing processes, systems, SOPs, work instructions and performance standards.
- Ensure production activities meet required targets for Safety, Quality, Delivery, Cost and Productivity (SQDCP).
- Monitor daily manufacturing performance and take prompt corrective action when targets are not achieved.
- Identify production bottlenecks, operational risks and capacity constraints and implement appropriate solutions.
- Build a strong manufacturing culture based on discipline, accountability, teamwork and continuous improvement.
- Ensure production priorities are clearly communicated to CNC, Welding and other manufacturing teams.
- Coordinate closely with Procurement, Warehouse, Engineering and QC to prevent production interruptions.
- Monitor production capacity and identify future manpower, machine and equipment requirements.
- Establish effective production planning and control systems.
- Develop appropriate KPIs and reports to monitor production performance.
- Ensure customer delivery requirements are achieved through effective production scheduling and follow-up.
- Oversee the overall Quality Control function and ensure effective quality control throughout the manufacturing process.
- Ensure appropriate Incoming Quality Control (IQC), In-Process Quality Control (IPQC) and Final Quality Control (FQC) processes are implemented.
- Establish and maintain inspection standards, procedures and work instructions.
- Lead investigation of production defects, customer complaints, non-conformities and quality issues.
- Drive continuous improvement across CNC, Welding, QC and Production Control.
- Implement appropriate Lean Manufacturing, Kaizen, 5S, visual management and process improvement initiatives.
- Determine manpower requirements based on production volume, machine capacity and business growth.
- Lead, coach and develop Production, CNC, Welding, Production Control and QC personnel.
- Develop competency matrices for operators, technicians, supervisors and engineers.
- Identify training needs and implement appropriate technical and leadership development program.
- Build a strong pipeline of skilled manufacturing personnel.
- Develop supervisors and junior managers to support future manufacturing expansion.
- Promote employee discipline, teamwork, accountability and safety awareness.
- Monitor manufacturing equipment capacity, utilization and reliability.
- Identify requirements for additional CNC machines, welding equipment, inspection equipment, tooling and other manufacturing resources.
- Participate in equipment selection, installation, commissioning and production qualification.
- Develop capacity expansion plans based on projected customer demand.
- Ensure appropriate preventive maintenance practices are implemented.

Cost & Budget Management

- Manage and control manufacturing-related costs.
- Prepare and monitor manufacturing budgets and expenditure.

- Identify opportunities for labour, material, equipment and process cost reduction.
- Monitor manufacturing cost per unit and productivity indicators.
- Evaluate capital expenditure requirements and provide business justification to Management.
- Ensure resources are utilized effectively and efficiently

Safety, Compliance & Operational Discipline

- Ensure all manufacturing activities comply with applicable safety, environmental and regulatory requirements.
- Promote a strong safety culture within the manufacturing organization.
- Ensure all Production employees comply with approved SOPs, work instructions and safety procedures.
- Work closely with the Safety / EHS function to identify and control manufacturing-related Risks

Management & Strategic Responsibilities:

- Participate in Management meetings and provide regular updates on manufacturing performance.
- Provide Management with recommendations relating to:
- o Manpower
- o Equipment investment
- o Manufacturing costs
- o Quality improvement
- o Production planning
- o Process improvement
- o Organization development
- o Support business expansion and production ramp-up activities.
- Represent Manufacturing in discussions with customers, suppliers and external parties when required.

Mandatory Requirements:

- Bachelor's Degree in Manufacturing Engineering, Mechanical Engineering, Industrial
- Engineering, Production Management, Manufacturing Management or a related technical discipline.
- Equivalent technical qualifications combined with substantial relevant manufacturing experience may also be considered.
- Minimum 10 years of relevant manufacturing experience, with significant experience in a managerial or senior leadership position.
- Proven experience as a Manufacturing Manager, Manufacturing Head, Production Manager, Production Head or equivalent senior manufacturing leadership position.
- Proven experience in the machinery, equipment, industrial parts, precision manufacturing or related manufacturing industry.
- Strong background in Production Control, Production Planning or Manufacturing Management is preferred.
- Experience managing multiple manufacturing functions, including CNC Machining, Welding / Plastic Welding and Quality Control, will be highly advantageous.
- Demonstrated experience in managing production teams and achieving manufacturing targets.

- Candidate must be able to communicate effectively in Mandarin with management, customers, suppliers and/or overseas stakeholders.
- Experience working with Japanese management, Japanese customers or Japanese manufacturing companies will be an added advantage.
- **Candidates with experience in the following industries are strongly preferred:**

o Machinery manufacturing

o Industrial equipment

o Precision engineering

o Industrial parts

o Semiconductor-related manufacturing

o Plastic components / plastic manufacturing

o CNC machining

o Welding / plastic welding

o Automotive components

o Electronic / electrical components

- Experience in a start-up, new factory establishment, manufacturing expansion or production ramp-up environment will be highly advantageous.
- Required Technical & Management Competencies

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Company Description