

Job Description Template

MARS

Job Title	PPI Manager
Segment/Business Unit	Mars Chocolate Indonesia
Function	PPI
Zone/Grade/Job Level	T1-T2
Location/Site	UJU
Line Manager's Name	
Contact address for job applicant	mars-chocolate.careers.id@effem.com
Date	1 5 1 2 2 0 1 5

Job Purpose/Overview

Answer why this job is in the organization; Why this job exists (2 or 3 sentences maximum)

The UJU PPI Manager for the UJU PPI team has the main goals: deliver benefits for the business by developing the members of the PPI team and lead implementation of new products, processes and efficiency projects in the UJU factory. The PPI Manager will drive the Self Sufficiency in UJU, including implementation of Handover 1 and Handover 2. The PPI Manager is the custodian of the tools use in CE, like Six Sigma, SRC set, SPC and will support implementation of them for UJU and support the creation of regional Standards. The UJU PPI Manager has a strong connection to the Global R&D teams and lead the implementation of the Global Strategy. The PPI Manager is reporting to the R&D Head Indonesia. The PPI Manager will implement the UJU-business strategy, the OGSM/P and all other regional and Global PPI decisions or interventions into the UJU Site. The PPI Manager is implementing the activities for the UJU Site and supporting/leading the continuous improvement program.

Key Responsibilities

Please list the most important and relevant responsibilities

- Accountable for associate engagement, safety and team development of direct reports (varies between B3-T2)
- Allocate and manage resources to deliver the UJU Site results
- Put UJU R&D Strategy and Global strategy in actions in UJU factory (Efficiency program, Quality in Action, Implementation of new raws and processes, deliver HO1 and HO2)
- Implement Local & Regional and Global projects in UJU
- Complete or support the delivery of process specifications and deliver DICE outputs for each process stage
- Determine the specific line requirements to produce at HO2 standards (i.e. C&M, line SRC's, training, measurement methods)
- Deliver & Lead Six Sigma Projects for UJU factory
- Build the collaborative relationship with GST, GCST and APAC PPI teams to deliver the projects

Manage, engage and develop R&D associates through effective leadership and implement ways of working of a high performing team, maintaining and ensuring effectiveness:

- Guarantee clarity in roles, responsibilities and priorities, developing cross-functional "line of one" WOW
- Maintain and develop PPI and technological expertise for short and long-term needs
- Engage all PPI associates in the UJU PPI strategy and delivery through translating Regional, Global and Site priorities into individual objectives
- Deploy persistent and consistent individual and team action plans to increase engagement and high performance culture

Context and Scope

Complete how the job gets done and the way it operates

- Number of Associates reporting directly to this position: 6 associates
- **Geography** – UJU
- **Main Relationships:**
 - Global PPI team – contribution into G/R PPI Strategies, building network
 - Mars Chocolate China R&D Teams – delivery of projects plans, contribution into joint strategy, delivery of value leadership programs
 - MSS – co-creation of MSS-related strategy for UJU, product and process development under MSS portfolio
 - GCST – co-development and co-delivery PPI strategy relevant to USL and commodity liquor
 - Regional PPI – knowledge exchange, regional transformation projects delivery
 - Supply UJU and UPC – co-development and co-delivery of UJU PPI Strategy (including joint CI-plan)
 - Engineering/IE Teams – joint site development plan (CAB)
 - UJU Q&FS – contribution into building of collaborative culture between Q&FS and PPI teams in UJU and UPC,
 - Commercial (APAC) – co-creation and delivery value leadership programs, contribute to A4A program

Relevant Quantitative and Budget Information

Financial	NA
Staff	0
Other	NA

Job Description Template

MARS

Job Specifications/Qualifications

State the minimum education, knowledge, skills and experience this position requires. State the physical and/or mental requirements for the role (e.g. stand for x hours, lift x weight, concentration on repetitive tasks). Please distinguish any “preferred” qualifications.

Note: May differ from the current job holder’s own skills and experience.

1. Education & Professional Qualification

- At least 3 years of working experience in R&D or Supply
- Higher Education Degree in Food Science / Food Technology / Engineering /Chemistry / other relevant technical discipline
- Advanced English

2. Knowledge/Experience

- Proven skills in Associate Engagement
- Technical knowledge in Product & Process
- Experience in Project Management and Stakeholder Management
- Experience in Line Management

- Practitioner of Risk Assessment tools.
- Knowledgeable in QM tools & technical experience e.g. LEAN, SPC, SRCs, ISO 9001, FSSC 22000
- Experience in Project Management and Stakeholder Management
- Having Six Sigma knowledge (ideal Six Sigma Green Belt educations)
- Knowledge in Chocolate and/or Food products & process technology

Level of role, Critical MLCs and Competencies

(Leadership & Functional/Technical)

Level of Role



Individual Contributor

- Delivers Consistent Results
- Creates Collaborative Relationships



People Leader

- Develops Talent
- Engages Associates



Senior Leader

- Practices Breakthrough Thinking
- Navigates Complex Challenges

Key Supporting Competencies (4-6)

(Note: competencies selected should be job related)

Engages associates :

- Motivating others
- Building effective teams
- Managing vision and purpose

Develops talent :

- Directing others
- Developing direct reports and others
- Influencing others

(Distinguish any preferred competences at the end of the list & notate them as “preferred”)

- Identify Efficiency Opportunities
- Risk & Opportunity Identification/Management
- Performance evaluation & Continuous Improvement

(refer to <http://www.talentdevelopment.mars>)