

Production Manager – Instruments

About the role

We are seeking a Production Manager to oversee the manufacturing operations of Finisar's products used for optical communication and testing, ensuring efficient production, high product quality, and on-time delivery.

Key responsibilities

- Lead production teams through goal setting, motivation and personnel management
- Plan, schedule, and coordinate activities to meet production targets and customer demand.
- Manage skilled technicians in processes such as optical alignment, electronic and mechanical assembly, packaging, and testing.
- Maintain strict control and handling standards required for electronics and precision optical components
- Lead and supervise production technicians, engineers, and operators.
- Optimize the use of equipment, uptime and allocation for efficient manufacturing throughput
- Provide training, performance management and technical guidance for manufacturing staff and maintain the training records
- Foster a culture of continuous improvement and operational excellence.
- Ensure adherence to OHS and workplace safety standards, particularly regarding handling of fiber, laser safety and chemical handling
- Perform audits for adherence to laser safety, PPE use and function of equipment interlocks
- Set the production Build Plan, and output targets for shifts and teams
- Frequently monitor production output against plan, identify and address issues affecting yield, efficiency and output
- Monitor staff attendance, shifts and overtime.
- Ensure the MES and inventory control and planning systems are used effectively

Required education and experience

- Degree level education in an engineering discipline

- Strong analytical, problem solving, team building, planning and change management skills.
- Familiarity with techniques used for the measurement of light, its wavelength, phase, polarization, and spatial distribution.
- Use of instruments for measurement of optical loss (Return Loss and Insertion Loss) and Optical Spectrum Analysis (OSA) for peak wavelength, side-mode suppression ratio (SMSR), and spectral bandwidth
- Familiarity with the application of precision Die and Wire Bonders for connecting laser chips to sub-mounts
- Strong understanding, gained through experience, of applying lean manufacturing principles including single piece flow, 5S Methodology, Takt time, Gemba
- The ability to read and interpret wiring diagrams, CAD models, and Operating Procedures
- Awareness of ESD (Electrostatic Discharge) protocols
- Familiarity with use, and requirements of UV and thermal curing Epoxies for precision assembly
- Understanding of the ISO 9000 Quality management system, SOPs and Wis in a production environment
- Minimum 3 years of leadership in an engineering or manufacturing environment