

Manufacturing Production Supervisor

Clas-SiC Wafer Fab, Lochgelly, KY5 9HQ

Are you an experienced manufacturing leader ready to drive excellence in a semiconductor environment? Clas-SiC is looking for a highly motivated **Manufacturing Production Supervisor** to lead our Production Operations and help shape the future of SiC device manufacturing.

About the Role

As our Manufacturing Production Supervisor, you will play a critical role in directing, motivating and developing our Production Manufacturing Excellence team. You'll ensure the smooth, efficient, and high-quality running of all production activities while supporting Clas-SiC's strategic goals for growth, innovation, and operational excellence.

Reporting to the **Production Manager**, you will supervise and coach Production Technicians while collaborating closely with cross-functional teams including Engineering, Facilities, EHS and Quality.

This is a key leadership position at the heart of our wafer-fabrication facility.

This is a shift role- the shift pattern reflecting 7:30am-7:30pm on a 4 days on, 4 days off rotating dayshift pattern.

Salary dependent on experience- attracting **11%** shift allowance.

Key Responsibilities

Leadership & Manufacturing Excellence

- Provide clear leadership, vision and guidance to ensure production targets for quality, delivery and cost are consistently met.
- Drive continuous improvement initiatives to reduce cycle times, improve yield, and enhance throughput in production and development processes.
- Ensure production processes, equipment qualification, and documentation are robust, fully understood, and adhered to, in conjunction with engineering teams.
- Develop training and capability plans aligned with Clas-SiC's technical roadmap, ensuring efficient cross training across technician shift teams.
- Plan and optimise resource usage across shift system

Quality & Continuous Improvement

- Monitor KPIs and quality metrics to identify improvement opportunities.
- Participate in audits (quality, safety and 5S) and ensure supplier assessments are effectively conducted.
- Champion “Eyes of the Customer” principles for all outbound shipments.

Technology Support

- Contribute to Clas-SiC’s process-module capability development, enabling industry-leading cycle times.

Health, Safety & Environmental Standards

- Promote a strong safety culture, ensuring compliance with all EHS legislation and site procedures.
- Support incident-prevention initiatives and emergency response activities.
- Ensure environmental impacts are minimised through responsible waste-disposal practices.

People Management & Development

- Foster a culture that reflects Clas-SiC’s core values.
- Lead performance management, annual reviews, attendance management and conflict resolution.
- Build strong development and succession plans for production staff.
- Recruit, coach and support high-performing team members.

Financial & Operational Performance

- Drive improvements in equipment capability, cycle times, scrap reduction, and resource utilisation.
- Support annual budgeting, forecasting, and capacity planning to ensure production operations meet business needs.

Interpersonal & Communication Skills

- Lead by example, promoting teamwork, open communication, fact-based decision making, and a positive work environment.
- Share knowledge across teams, build strong working relationships, and encourage idea generation.

About You

Desirable Qualifications & Experience

- SVQ or equivalent qualification in a relevant management discipline.
- 5+ years' experience in manufacturing, including supervisory or team-lead responsibilities.
- Strong leadership, coaching and communication skills.
- Ability to multitask in a complex, high-technology manufacturing environment.
- Knowledge of semiconductor manufacturing is advantageous, but not essential

Key Competencies

- Proven problem-solving ability
 - Ability to motivate and develop teams
 - Strong commitment to safety and quality
 - Results-driven mindset with a sense of urgency
 - Commitment to continuous improvement
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Why Join Clas-SiC?

You'll be part of a forward-thinking, rapidly growing semiconductor company pioneering SiC technology solutions. This role offers the opportunity to significantly influence production performance, employee development, and the future capabilities of our wafer-fab operations.