



REVISION EYEWEAR JOB DESCRIPTION

Job Title: **MANAGER, QUALITY**
Reports To: Director, Quality
Department: Quality
Location: Essex Junction, VT
FLSA Status: Salaried Exempt
Date: July 26, 2010

Revision Eyewear is a dynamic and rapidly growing company specializing in the design and manufacture of protective eyewear, with sales to direct government customers and a distributor network in 40+ countries.

Revision Eyewear has embraced all categories of military eyewear including spectacles that stand up to low-energy fragments, goggles which provide medium-energy ballistic threat as well as environmental protection and face shields that afford the highest level of protection. Revision's products are specifically designed for deployment in hostile environments and, for the international market, are often customized to reflect individual client requirements and preferences.

EMPLOYMENT OBJECTIVE

With direct quality accountability, the Manager, Quality is responsible for the daily management of the Quality Team at Revision. This role will have a lead in ensuring Revision provides world-class quality products to our customers through ensuring robust quality processes and a continuous improvement mindset throughout Revision.

SPECIFIC ESSENTIAL FUNCTIONS

Leadership for Quality Team

- Provide leadership and guidance to the Revision Quality Team
- Train and develop team members as needed
- Provide feedback, improvement plans, performance reviews for Quality Technicians and Leads

Management of Quality System

- Maintenance and improvement of Revision's QMS in accordance with ISO 9001:2008 standards
- Drive the appropriate response, closure, communication and follow-up on all CAPAs and MMRs
- Work directly with suppliers as needed to create CAPAs and resolve quality issues

Quality Assurance/Control

- Manage incoming inspection processes to ensure the receipt of high quality parts from our suppliers
- Establish supplier quality control plans and work with Purchasing to manage supplier quarterly reviews, supplier evaluation surveys and the approved supplier list
- Lead quality control activities for Revision's lens and accessory manufacturing activities to include sampling and testing plans
- Lead the final quality control process required for program level customer orders to include sampling and testing
- Ensure the accurate collection of data from all QC activities

Data Analysis

- Create and manage processes for accurate collection and maintenance of quality control data
- Analyze QC data and identify trends and opportunities for improvement
- Create and manage reporting tools and visual methods for relaying quality performance to all levels of Revision's organization

Continuous Improvement

- Participate and lead continuous improvement activities
- Based on results from MMRs, CAPAs, and data analysis determine opportunities for improvement and work with other Teams to drive continuous improvement activities
- Lead Kaizen events and other improvement activities as needed

KNOWLEDGE, SKILL, AND EXPERIENCE REQUIREMENTS

- Minimum of a Bachelor's Degree required with engineering, operations or quality curriculum a plus.
- 5+ years of experience working in a manufacturing environment
- 3+ years of leadership experience in a quality or manufacturing role
- Background in injection molding and/or coatings preferred
- Knowledge in manufacturing and testing composite materials a big plus
- An understanding of Lean Manufacturing basics a plus
- Ability to review and understand 2-D drawings and specifications is required
- Experience working in a regulated, spec-driven environment, e.g., military or medical, is preferred .
- Firm understanding of ISO standards and quality management systems a must
- Must have strong verbal and written communication skills
- Must have effective program management skills
- Ability to deliver high-quality results within corporate goals in a timely manner
- Open-minded, willing to learn new things, and innovative in thinking and problem-solving
- Responsiveness to external and internal customers and a can-do, positive attitude are a must
- Proficient in computer use with Microsoft and other products (Word, Excel, PowerPoint, Outlook, Project, statistical software, etc.)