



Livingston James



Position profile

Director of Manufacturing

CR SMITH
the difference



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CR Smith is Scotland's leading uPVC window manufacturer and home improvement installer and has become one of Scotland's largest and most well known brands. Its belief has always been to provide beautifully designed home improvements throughout Scotland.

Every product is made to order on short production lead times, creating a complex and fast-moving environment. Such an environment requires excellent management and organisational skills, along with inspiring leadership qualities. CR Smith supplies a broad portfolio of customers, from homeowners, housebuilders, trade organisations and social housing organisations across Scotland.

Due to continued growth, CR Smith is looking for an experienced Director of Manufacturing to lead the manufacturing arm of the business.

CR Smith is rated 'Excellent' on Trustpilot with over 5,000 reviews ★ Trustpilot

Click on the thumbnails below to view how CR Smith windows are made at the state-of-the-art-factory and a testimonial from a CR Smith customer.





Job Title: **Director of Manufacturing**
Reports to: **Managing Director**
Location: **CR Smith Manufacturing, Cowdenbeath**

Position Overview

The Director of Manufacturing will work closely with the Managing Director of CR Smith Manufacturing Ltd, with the principal focus to realise the business's strategic objectives. These objectives include but are not limited to the following:

- The creation of a showpiece manufacturing environment working to the highest efficiency standards
- Increase profitability through business growth and operational efficiencies
- The development of a multi-skilled workforce capable of adapting to the varying demands of the made-to-order and made-to-measure requirements
- The development and implementation of the Quality Management system, rooted in the principals of Lean Manufacturing
- Rapid and robust commercialisation of new product developments
- The creation of a talent pipeline that provides employees at all levels the opportunity to develop their skills and progress within the business

The Director of Manufacturing will lead a team of production managers, engineers and administrators to achieve the business objectives, whilst maintaining a focus on the daily operational needs.

Key Responsibilities

- Chair daily production meetings, ensuring customer requirements are understood and delivered on-time-in-full
- Engage with sales, service and installation colleagues to ensure customer expectations of quality and service are understood, met and continually improved upon
- The management of the production, logistics, contract processing, material management and customer relationship management
- Delivery of the manufacturing P&L to meet agreed budget
- Ensure conformance with all accreditations and the quality, safety and environmental systems
- Work with the Managing Director in the delivery and development of the strategic plan including Capital Expenditure projects
- Reporting to the CEO and senior team at weekly progress meetings



CR Smith are looking for a dynamic and strategic leader with a strong background in manufacturing. The ideal candidate will have exceptional leadership skills, commercial acumen, and the ability to drive operational excellence in a complex, custom production environment. They will play a key role in aligning manufacturing operations with broader business objectives, ensuring efficiency, quality, and sustainable growth.

Qualifications and Skills

- **Leadership & People Management** – Proven ability to lead, develop, and inspire high-performing teams while fostering a culture of continuous improvement
- **Financial & Operational Delivery** – Experience in managing manufacturing P&L to meet agreed budgets and delivering results in line with business objectives
- **Bespoke Manufacturing Expertise** – Experience in highly customised, made-to-order, made-to-measure production environments, with the ability to manage complexity while maintaining precision and engineering standards (preferred)
- **Process Improvement & Innovation** – Experience implementing Lean manufacturing, Six Sigma, or other operational excellence methodologies to drive productivity and efficiency
- **Strategic Thinking** – Ability to align manufacturing strategies with overall business goals, working closely with senior stakeholders
- **Customer Focus & Engagement** – Ability to collaborate with sales, service, and installation teams to ensure customer expectations for quality and service are understood, met, and continuously improved upon
- **Technical Knowledge & Compliance** – Strong understanding of manufacturing technology, logistics, material management and adherence to quality, safety, and environmental standards
- **Educational Background** – A degree in engineering, manufacturing, or a related technical discipline, with additional qualifications in operations management would be advantageous

This is a key role for a results-driven individual who thrives in a fast-paced, hands-on environment and is committed to delivering excellence at every stage of the manufacturing process.

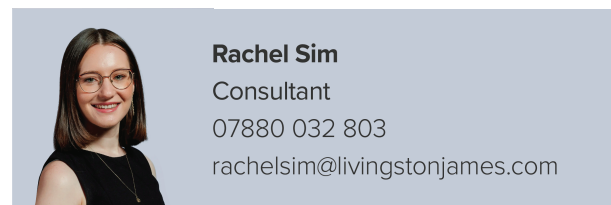
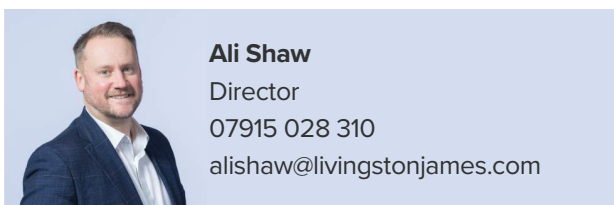




Remuneration & Benefits (Subject to experience):

- Competitive salary and performance-based bonuses
- Car allowance
- Comprehensive health and wellness benefits
- Opportunities for professional development and career growth
- Flexible working arrangements and a collaborative, supportive team environment

The search and selection process of the assignment is being managed by advising consultant Ali Shaw, Director at Livingston James, supported by Rachel Sim.



Application Process

If you're ready to lead the CR Smith manufacturing operations and contribute to the growth and success, please submit your CV and cover letter to:

Rachel Sim - rachelsim@livingstonjames.com

Selected candidates will then be invited to interview with the leadership team of CR Smith.

All third-party applications, enquiries, and direct approaches to CR Smith will be referred to the team at Livingston James.