

Business Overview

Lead the Operations Department in Lurgan for a high-growth global £200m+ revenue business with manufacturing operations within the UK, Ireland, Netherlands, France, and Germany supplying international clients. Our solutions-focused manufacturing offers a whole range of products designed to simplify complex infrastructure projects.

Our market-leading brands, Cubis Systems, NAL, and FILOform, supply smart, safe, and sustainable product solutions to a range of construction sectors. Through innovation, we enable construction partners to optimise efficiency and safety through pioneering products designed for simplicity, speed, and reliability.

We stand together to reinvent the way our world is built through collaboration on breakthrough ideas that achieve tomorrow's solutions today.

Position: Site Operations Manager

Reports to: Operations Director – UK & Ireland

Role Overview: Based at our Lurgan site the successful candidate will be responsible for ensuring the smooth running and operational performance of the site and its development, supporting senior leadership with the development, alignment, and execution of the Group Operations growth strategy. The successful candidate will have the following responsibilities:

Key Accountabilities:

- Fully accountable for safety targets and indicators
- Developing and improving the operational management systems, processes, and best practices.
- Ensuring that all company policies and processes are worked to and are compliant
- Formulating strategic and operational objectives
- Examining financial data to improve site profitability
- Fully responsible for P&L management of budgets and forecasts
- Developing of KPI's and improvement plans
- Organizational design, recruitment and development of staff
- Developing processes to improve quality of customer service
- Supporting the development of ERP data and reporting
- Developing lean continuous improvement processes, based on proven lean philosophies
- Supporting the company's strategic plans, growth through organic and M&A, delivering performance improvement
- Developing best practices, identifying opportunities to grow and improve the Lurgan plant and wider business

Key Performance Indicators:

1. Meeting all safety leading and lagging indicators
2. Full profit and loss accountability
3. Achievement of EBITDA, labour recovery, stock and material accuracy
4. OTIF, efficiency and customer quality
5. Delivery of the company operational growth strategy

Experience and Training:

- Strong demonstrable LEAN experience and background
- NEBOSH safety qualified or equivalent
- Lean Six Sigma Black Belt or accredited Lean / CI qualified
- Experience in rapid growth and large business transitional change programs
- Previous P&L responsibilities, budgeting, and forecasting is essential
- Experience and responsibilities with Capital Investment
- Having a good understanding of finances, supply chain, workflow and staffing would be advantageous
- Proven project management skills and knowledge is desirable
- Excellent employee engagement skills

- Proven, demonstrable experience in business improvement
- Experience in the development and growth of a facility and business through organic and M&A development desirable
- Excellent communication skills
- Strong leadership qualities and experience
- Outstanding organisational skills

Essential Criteria:

- Must have previous work experience as an Operations Manager or in similar role within a mid to large sized manufacturing environment, which included machining and assembly functions
- Degree in Business, Operations Management, or related field is essential, with a formal Engineering qualification advantageous
- Minimum of 3 years in a Senior Operations role
- Willingness to be flexible and to work across all sites, as required

Essential Competencies:

1. Ensures accountability
2. Action oriented
3. Strategic mindset
4. Communicates effectively
5. Customer focus
6. Directs work
7. Drives engagement
8. Financial acumen
9. Cultivates innovation
10. Plans and aligns

*This list is not exhaustive and will be reviewed in line with changing business requirements, a good degree of flexibility and adaptability is critical to this role.

How To Apply

If you are interested in this role, applications can be submitted via recruitment@cubis-systems.com before **Monday 25th August 2025**.

Cubis Systems is an equal opportunity employer, which values differences in our people. We welcome applicants from diverse backgrounds, and we provide equality through our career development opportunities regardless of race, gender, sexual orientation, religious beliefs, nationality, age, and disability.

What We Offer

- Competitive salary
- Company pension contribution
- A range of healthcare options
- Competitive holidays, including Christmas shutdown
- Employee Committees for Health & Wellbeing and Inclusion & Diversity
- Engagement & Wellbeing initiatives
- Employee referral programme
- Enhanced Family friendly policies
- Career development opportunities across IPE and the wider CRH Group

About CRH

CRH (NYSE: CRH, LSE: CRH) is the leading provider of building materials solutions that build, connect and improve our world. Employing c.75,800 people at c.3,160 operating locations in 29 countries, CRH has market leadership positions in both North America and Europe. As the essential partner for road and critical utility infrastructure, commercial building projects and outdoor living solutions, CRH's unique offering of materials, products and value-added services helps to deliver a more resilient and sustainable built environment. The company is ranked among sector leaders by Environmental, Social and Governance (ESG) rating agencies. A Fortune 500 company, CRH's shares are listed on the NYSE and LSE.