

“TOP 50”

INTERVIEW QUESTIONS

VICE PRESIDENT OF MANUFACTURING

1. Can you tell us about your experience managing large manufacturing operations?
2. Tell us how you have used a DCR process?
3. How have you implemented Lean principles in your manufacturing processes?
4. What steps have you taken to improve product quality and reduce defects?
5. How do you ensure compliance with regulatory standards in your manufacturing operations?
6. How would you explain a BOM to a sixth grader?
7. What steps have you taken to ensure the safety of employees in a manufacturing environment?
8. Can you describe a situation where you had to resolve a complex production issue?
9. How do you approach capacity planning and resource allocation in a manufacturing operation?
10. How do you prioritize competing demands and manage multiple projects simultaneously?

For additional questions go to: www.DirectSalesExperts.com



ABOUT DIRECT SALES EXPERTS INC.

Direct Sales Experts is a global Executive Search Firm that specializes in “Leadership Identification”. Their focus is the Direct Sales, Network Marketing, MLM, Party Plan and Social Selling channels. At Direct Sales Experts they have spent a lifetime building relationships with the channel’s strongest leaders. By utilizing a network of 50,000 executives, their focus when working for you is to identify, interview, qualify and deliver quickly high performing proven leaders to help grow your business. Many of the world’s leading Direct Sales Organizations seek advice and council on Executive Recruiting, leadership development and succession planning.



DirectSalesExperts.Com | 407.489.3351 | Craig@DirectSalesExperts.com

Name of Candidate: _____

Date: _____ Time: _____ Interviewer: _____

ANSWERS:

- 1 _____
- 2 _____
- 3 _____
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- 5 _____
- 6 _____
- 7 _____
- 8 _____
- 9 _____
- 10 _____

COMPANY PRIORITIES:

Check the Box Yes or No if the person fits in the organization and then rank 1-10 with 10 being a perfect fit.

	Fit Y/N	Ranking 1-10	Thoughts
Culture	_____	_____	_____
Leadership	_____	_____	_____
Skill Sets	_____	_____	_____
Articulation	_____	_____	_____
Team Player	_____	_____	_____
Management Style	_____	_____	_____
Attitude	_____	_____	_____
Enthusiasm	_____	_____	_____
Charisma	_____	_____	_____
Appearance	_____	_____	_____
Vision	_____	_____	_____
Mission	_____	_____	_____
Strategic Thinking	_____	_____	_____
	_____	_____	_____
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TOTALS	_____	_____	_____

INTERVIEWER FINAL THOUGHTS: _____

TOP

INTERVIEW QUESTIONS

VICE PRESIDENT OF MANUFACTURING

11. Can you give an example of a time when you implemented a cost-saving initiative in manufacturing?

12. How do you approach risk management in manufacturing?

13. How do you measure and track manufacturing performance? What KPI's are you reviewing daily?

14. Can you discuss your experience with continuous improvement initiatives in manufacturing?

15. How do you ensure alignment and collaboration between different departments in a manufacturing organization?

16. Can you describe your experience with international manufacturing operations?

17. How do you keep up to date with the latest manufacturing technologies and trends?

18. Can you discuss your experience with supply chain management in manufacturing?

19. How do you develop and maintain relationships with suppliers and vendors?

20. How do you balance short-term demands with long-term goals in manufacturing?

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- 11 _____
- 12 _____
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- 20 _____

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INTERVIEWER FINAL THOUGHTS: _____

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VICE PRESIDENT OF MANUFACTURING

21. Can you describe your experience with implementing automation and robotics in manufacturing?

22. How do you address the challenges of managing a multi-shift manufacturing operation?

23. Have you implemented any type of KanBan system?

24. Can you give an example of a time when you implemented a successful process improvement project in manufacturing?

25. How do you manage and control inventory in a manufacturing operation?

26. Can you discuss your experience with product design and development in manufacturing?

27. How have you introduced a QMS System?

28. Can you discuss your experience with Six Sigma methodologies in manufacturing?

29. How do you ensure that your manufacturing processes are scalable and adaptable to changing demands?

30. How do you ensure that your manufacturing processes are environmentally sustainable?

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CRAIG A. FLEMING
FOUNDER AND CEO

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- 21 _____
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VICE PRESIDENT OF MANUFACTURING

31. Can you describe your experience with managing and mitigating supply chain disruptions?
32. How do you approach talent management and employee development in a manufacturing organization?
33. Can you give an example of a time when you had to lead a manufacturing organization through a major change initiative?
34. How do you approach vendor selection and management in a manufacturing operation?
35. Can you discuss your experience with implementing a safety culture in a manufacturing environment?
36. How do you ensure that your manufacturing processes are aligned with the overall strategy of the organization?
37. Can you describe your experience with managing a geographically dispersed manufacturing organization?
38. How do you approach managing and mitigating supply chain risks?
39. Can you give an example of a time when you implemented a successful supplier diversification strategy in manufacturing?
40. How do you approach managing product lifecycles in a manufacturing operation?

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VICE PRESIDENT OF MANUFACTURING

41. Can you discuss your experience with implementing a quality management system in manufacturing?

42. How do you ensure that your manufacturing processes are flexible and responsive to changing customer demands?

43. Can you describe your experience with implementing a lean supply chain in manufacturing?

44. How do you approach managing and reducing product lead times in a manufacturing operation?

45. Can you give an example of a time when you successfully implemented a cost reduction program in manufacturing?

46. How do you approach managing and controlling manufacturing costs?

47. Can you discuss your experience with implementing a digital transformation in manufacturing?

48. How do you ensure that your manufacturing processes are in compliance with data privacy and security regulations?

49. Can you describe your experience with managing a high-mix, low-volume manufacturing operation?

50. How do you approach managing and mitigating supply chain disruptions caused

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