



**Position : Production Engineer / Assistant Production Engineer**

**Nature : Full Time**

We are looking for reliable, innovative, and motivated Production Engineers / Assistant Production Engineers to join our growing paper manufacturing team.

This position provides an excellent opportunity for early-career engineers to strengthen their knowledge and practical experience in paper manufacturing while gaining exposure to various engineering disciplines, including applied chemistry, mechanical engineering, electrical control, process engineering, and industrial automation.

Successful candidates will receive structured training in production operations, ISO management systems, quality management techniques, equipment management, workplace safety, and continuous improvement. As the company is currently undertaking its Phase 2 expansion involving large-scale paper manufacturing operations, strong performers will have significant opportunities for career advancement.

The successful candidate will be responsible for supporting and supervising production operations, managing employees, ensuring compliance with safety and quality requirements, identifying process issues, troubleshooting equipment, and implementing continuous improvement initiatives.

### **Job Responsibilities**

- Supervise daily manufacturing operations to ensure production activities are carried out safely, efficiently, and according to quality requirements.
- Implement production plans and achieve established production, quality, efficiency, and cost targets.
- Monitor production processes, identify operational problems, analyse root causes, and implement corrective and improvement measures.
- Coordinate preventive maintenance activities for production equipment to reduce breakdowns and unplanned shutdowns.
- Train operators to conduct daily equipment inspections, basic troubleshooting, and proper machinery operation.

- Diagnose production-line and equipment problems and provide appropriate technical recommendations.
- Work closely with maintenance, quality, process engineering, warehouse, and other departments to improve production efficiency, cost, manpower utilisation, and product quality.
- Monitor, analyse, and continuously improve production costs, raw-material consumption, energy usage, and operational efficiency.
- Prepare production schedules, manpower arrangements, reports, budgets, and other relevant documentation.
- Develop and update job descriptions, standard operating procedures, and work instructions for subordinates.
- Provide training, guidance, and performance assessments for production employees.
- Establish and enforce safety procedures that protect employees and minimise environmental impact.
- Identify, document, report, and follow up on unsafe conditions, unsafe practices, and operational risks.
- Maintain good housekeeping, environmental compliance, and workplace safety within the production area.
- Attend and coordinate meetings with relevant departments regarding production, quality, maintenance, safety, and improvement matters.
- Perform other production-related duties assigned by management.

## **Job Requirements**

- Diploma or Bachelor's Degree in Chemical Engineering, Mechanical Engineering, Manufacturing Engineering, Industrial Engineering, Process Engineering, or a related discipline.
- Fresh graduates and early-career engineers are encouraged to apply for the Assistant Production Engineer position.
- Candidates with relevant manufacturing experience may be considered for the Production Engineer position.
- Experience in a paper mill, particularly in stock preparation or paper-machine operations, will be an added advantage.

- Candidates with hands-on experience in process-driven manufacturing industries may also be considered, including:
  - ✓ Chemical processing
  - ✓ Oil and gas or refinery operations
  - ✓ Corrugated-box manufacturing
  - ✓ Food or flour milling
  - ✓ Pulp and paper manufacturing
  - ✓ Other continuous-process manufacturing plants
- Willing to work on rotational shifts.
- Familiarity with CAD software will be an advantage.
- Proficient in Microsoft Office applications.
- Strong analytical, problem-solving, and critical-thinking abilities.
- Able to make sound decisions under pressure.
- Good leadership, communication, and employee-management skills.
- Able to communicate effectively with superiors, colleagues, operators, and other departments.
- Proficiency in Bahasa Malaysia is required.
- Ability to communicate in Mandarin is preferred, as the position involves regular communication with Mandarin-speaking colleagues and technical personnel.
- Basic proficiency in English for preparing reports, reading technical documents, and workplace communication.
- Strong awareness of workplace safety, environmental management, and housekeeping requirements.
- Independent, hardworking, responsible, and willing to learn new technical and management skills.
- Willing to attend internal and external training programmes to improve professional competency.
- Detail-oriented with good planning, organisational, and documentation skills.

## **What We Offer**

- Structured technical and management training.
- Exposure to large-scale paper manufacturing operations.
- Opportunities to learn process, chemical, mechanical, electrical, and automation engineering.
- Practical experience in ISO management systems and quality-management techniques.
- Career-development opportunities.
- Position and remuneration package will be offered based on the candidate's qualifications, competency, and relevant experience.