



KERN
PHARMA

PRODUCTION AREA



1. ROLE OF YOUR AREA WITHIN THE PHARMACEUTICAL INDUSTRY.

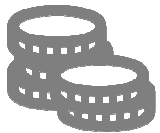
- *Why the topic and in which it consist:*



- Production Area is the heart of the Company, the other areas do not manufacture the product



- Good ideas belong to the R&D Department or Market strategy belongs to However, without the product. We have NOTHING !!!!



- We work for the wellbeing of the people, but at the end of the day we are a pharmaceutical company, that is, a business. This is where I come in, because my role in KP is to manufacture products in order to sell them afterwards



- **Transform products into time, cost , quality and the safety of people**



2. ONE DAY IN THE OFFICE.

- ***NO OFFICE -Management by walking around:***

Revision of the KPIs (Key Performance Indicators) in the CMI (Cuadro mando Integral)



- Financial: Incomes, Sales, Expenses, EBITDA, Investments ...
- New Products: Pipeline, Technologies ...
- Delivery: Delivery Time, Delivery Level, Breakdowns
- Production: OEE (Overall Equipment Effectiveness), New Facilities



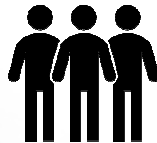
- Quality: Deviation Reports, Complaints
- People: IFA, Absenteeism, Training



2. ONE DAY IN THE OFFICE.

- *Best/worse of the job position*

- Stress-Mental Agility
- Meeting deadlines
- Technical problems
- Communication with people
- Delivery service
- Team organization
- Challenging 24/7
- You need to master many disciplines



3. WHAT IS THE MARKET LOOKING FOR

- Knowledge in Pharmaceutical / Chemical installations and utilities.
- Multidisciplinary collaboration:
 - ✓ Engineering, Maintenance & Reliability: Qualifications - New Technologies
 - ✓ Industrial Engineering: Lean Manufacturing
 - ✓ Creativity & Innovation: Development. New Pharma Technology. Big Data
 - ✓ Corporate Finance: Budget. Financial analysis, Investments
 - ✓ Human resources: Personnel Management. Negotiation. Leadership
 - ✓ Marketing: Commercial Marketing. Digital Marketing
 - ✓ Logistic Operations
 - ✓ General Management: Economics, Geopolitics, Competitors
 - ✓ Corporate Social Responsibility



3. WHAT IS THE MARKET LOOKING FOR, RIGHT PROFILES

- Academic degree in the field of science or ... (Pharmacy, Chemistry, Biology, Engineering, Computer Science, ...)
- GMP training
- Fluent in English. Other languages, Arabic, Chinese
- Lean Manufacturing (Green Belt/Black Belt)
- Flexible
- Open minded
- Proactive
- Good management skills
- Ability to work under pressure
- Team leader
- Good communication skills
- Focused on results
- MBA



4. CAREER DEVELOPMENT (opportunities, professional development

- Production Technician
 - ✓ Junior: From 22 € to 31 € – base and variable salary at least 3 years
 - ✓ Senior: From 32 € to 45 € – base and variable salary
- Production Area manager
 - ✓ Junior: From 45 € to 60 € – base and variable salary at least 3 years
 - ✓ Senior: From 61 € to 70 € – base and variable salary
- Production Manager
 - ✓ Junior: From 70 € to 90 € – base and variable salary at least 3 years
 - ✓ Senior: From 90 € to XX € – base and variable salary

