



Production Manager | UAN - A6EE4E

Department: Production / Operations

Location: Villejust, France

Type: Full-time, Permanent

About the Role

We're looking for a Production Manager to lead operations at MVG Industries' Villejust site, covering both multi-probe system assembly and production of defense antennas and RF boxes. In this role, you will drive production performance, on-time delivery, continuous improvement, and EHS standards in a complex Engineer-to-Order environment with low-volume, high-complexity systems. This is a great opportunity for a hands-on production leader who can align teams, processes, and priorities across Engineering, Programs, and Supply Chain.

About MVG

MVG – Microwave Vision Group – is the global leader in electromagnetic field measurement solutions. With 400+ employees, offices across 4 continents, and over 25 years of consecutive growth, we help the world's most innovative companies test, validate, and push the boundaries of wireless technology. Our mission: Testing Connectivity for a Wireless World.

Join us to shape the future.

Responsibilities

Lead daily production across both lines and manage a team of around 20 people and two supervisors in a complex Engineer-to-Order environment.

Build, optimize, and maintain the production plan based on Program requirements and supply chain inputs.

Ensure On-Time-In-Full delivery while managing capacity planning, resources, and variable project-based workloads.

Drive industrial excellence through Lean Manufacturing, Visual Management, Kanban, and continuous improvement practices adapted to low-volume, high-mix production.

Standardize end-to-end processes, including engineering-to-production handover, MRP/procurement, pre-assembly readiness, complex assembly operations, quality control, and shipping.

Define and monitor KPIs to improve delivery performance, quality, cost, and inventory, and lead monthly production reviews.

Ensure compliance with EHS regulations and company standards, promote a strong safety culture, and implement preventive actions to reduce risks.

Requirements*

Proven experience in production management within an Engineer-to-Order or project-based manufacturing environment.

Strong understanding of complex assembly in non-serial, low-volume, high-mix production environments.

Strong leadership and team management skills, with the ability to manage supervisors and production teams.

Experience deploying Lean and continuous improvement practices in non-automated industrial environments.

Knowledge of EHS standards and regulations in an industrial environment.

Ability to work cross-functionally with Engineering, Programs, and Supply Chain teams.

Results-driven mindset with strong planning and organizational skills.

Nice to Have

Engineering background.

Previous experience in RF, antennas, or related technologies.

Experience managing production performance through KPIs such as delivery, quality, cost, and inventory.

Experience standardizing engineering-to-production and complex assembly processes.

How to Apply

Please submit your CV and cover letter to joseph.moore@mvg-world.com with the subject line: Production Manager – Application. We look forward to hearing from you!

**This role may require eligibility for access to classified or sensitive information under applicable national security laws. Possession of an active clearance is not required, and the company may conduct necessary background checks or request supporting documentation in compliance with applicable laws and regulations.*

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