



Job Title: Continuous Improvement Engineer

Department: QHSE

Reports To: QHSE Manager

Salary: £30-40,000 plus benefits

Job Summary

The Continuous Improvement Engineer is responsible for ensuring product and process quality through effective root cause analysis, continuous improvement initiatives, and application of lean manufacturing principles. This role partners cross-functionally with Engineering, Manufacturing, and Supply Chain to drive defect reduction, process optimisation, and compliance with internal and external quality standards.

Key Responsibilities

Root Cause Analysis & Corrective Actions

- Lead and facilitate root cause analysis (RCA) using structured methodologies such as **5 Whys, Fishbone (Ishikawa), A3, and Fault Tree Analysis**.
- Develop, implement, and verify **Corrective and Preventive Actions (CAPA)** to eliminate recurring issues.
- Analyse nonconformances, customer complaints, internal failures, and audit findings to identify systemic causes.
- Ensure corrective actions are effective and sustained through follow-up audits and data analysis.

Continuous Improvement

- Drive continuous improvement initiatives using **Lean, PDCA and DMAIC** methodologies.
- Identify opportunities to reduce waste, variation, and cycle time while improving quality and efficiency.
- Lead or support kaizen events and improvement projects across manufacturing and support processes.
- Track and report key quality metrics (scrap, rework, FPY, COPQ, defect trends).

Lean Manufacturing & Process Optimization



- Apply **Lean Manufacturing tools** such as standard work, value stream mapping, visual management, and mistake-proofing (poka-yoke).
- Collaborate with manufacturing teams to improve process capability and stability.
- Support development and validation of process controls, control plans, and work instructions.
- Promote a culture of continuous improvement and problem-solving at all levels.

Quality Systems & Compliance

- Support compliance with applicable quality standards (e.g., **ISO 9001**, **ISO 14001**, **ISO 45001**).
- Participate in internal and external audits and support audit readiness.
- Ensure quality documentation, procedures, and records are accurate and maintained.

Cross-Functional Collaboration

- Work closely with Design, Manufacturing, Supply Chain, and Production to resolve quality issues.
- Provide quality engineering support for new product introductions (NPI) and process changes.
- Train and mentor team members on problem-solving, RCA, and lean tools.

Required Qualifications

- Bachelor's degree in **Engineering** (Mechanical, Industrial, Manufacturing, Quality, or related field).
- Proven expertise in **Quality Engineering or Manufacturing Quality**.
- Strong experience with **root cause analysis and corrective action** methodologies.
- Working knowledge of **Lean Manufacturing and Continuous Improvement** principles.
- Proficiency in data analysis and statistical tools (SPC, capability studies).



- Strong written and verbal communication skills.

Preferred Qualifications

- Beneficial to have a certification in **Lean**, or Quality (CQE).
- Experience in regulated or high-reliability industries.
- Familiarity with quality tools such as **FMEA, Control Plans, PPAP, APQP**.
- Experience using quality management systems and ERP/MES software.

Key Competencies

- Analytical and problem-solving mindset
- Continuous improvement leadership
- Data-driven decision-making
- Cross-functional collaboration
- Attention to detail and process discipline

To apply

Please send an up-to-date CV along with a covering letter explaining why you're interested in this role to jobs@fibron.com