CADORATH

Continuous Improvement Specialist

Location: Winnipeg, MB (2070 Logan Ave)
Employment Type: Full-Time, Permanent
Shift: Day shift

About us:

Cadorath is a family-owned Canadian company founded in 1954, specializing in manufacturing, repairing, and enhancing critical component parts for the aviation, agriculture, industrial, mining, and oil & gas sectors. With facilities in Canada and the U.S., we support customers ranging from local operators to major global OEMs. Our capabilities include precision manufacturing, aerospace engine and component repair and overhaul, auger manufacturing, and a wide range of advanced metal finishing and special processes.

Position Summary

We are seeking a highly motivated **Continuous Improvement Specialist** to join our team and help drive operational excellence across the organization. In this role, you will identify opportunities to improve processes, reduce waste, enhance productivity, and support a culture of continuous improvement.

Working closely with leaders and cross-functional teams, you will lead strategic improvement initiatives, optimize workflows, implement best practices, and leverage Lean methodologies to improve business performance. If you are passionate about solving problems, leading change, and making a measurable impact, we want to hear from you.

Key Responsibilities

Lead Continuous Improvement Initiatives

- Facilitate continuous improvement projects across operational and administrative functions.
- Identify opportunities to improve safety, quality, delivery, productivity, and cost performance.
- Apply Lean, Six Sigma, Kaizen, and other improvement methodologies to eliminate waste and increase efficiency.
- Conduct root cause analysis and structured problem-solving using tools such as:
    - 5 Why Analysis
    - Value Stream Mapping
    - 5S
    - Kaizen Events
    - Flow Analysis
    - Corrective Action Processes
- Support leaders in developing and executing improvement plans aligned with organizational goals.

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Process Design & Optimization

- Analyze current business processes to identify inefficiencies and improvement opportunities.
- Develop process maps, value stream maps, workflow diagrams, and future-state process designs.
- Create scalable, sustainable, and repeatable business processes.
- Establish and document standard operating procedures, work instructions, policies, and best practices.
- Collaborate with cross-functional teams to improve workflow effectiveness and organizational performance.

Project Leadership

- Lead improvement projects from concept through implementation and sustainment.
- Coordinate project teams and stakeholders to deliver results on time and within scope.
- Track project performance, risks, outcomes, and return on investment.
- Present project updates and recommendations to leadership.

Performance Measurement & Analytics

- Analyze operational and business performance data to identify trends and opportunities.
- Develop meaningful metrics and monitor project success.
- Ensure improvements are sustained through performance monitoring and accountability measures.
- Provide data-driven recommendations to support business decisions.

Change Management & Training

- Support organizational change initiatives through effective communication and stakeholder engagement.
- Deliver Lean and Continuous Improvement training and workshops.
- Coach leaders and employees on improvement methodologies and problem-solving techniques.
- Promote a culture of accountability, collaboration, innovation, and continuous learning.

Strategic Business Support

- Align improvement initiatives with organizational strategy and business priorities.
- Participate in strategic planning and organizational development initiatives.
- Identify opportunities to leverage technology, automation, and digital solutions to improve performance.

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What You Bring

Education & Certifications

- Degree or diploma in Business Administration, Engineering, Operations Management, Industrial Engineering, or a related field.
- Lean, Six Sigma, Continuous Improvement, or Project Management certification is considered an asset.
- Experience in aerospace, MRO, manufacturing, or industrial environments is preferred.

Experience

- Minimum 3 years of experience in Continuous Improvement, Operational Excellence, Business Process Management, Industrial Engineering, or a related discipline.
- Proven experience leading cross-functional improvement projects.
- Experience facilitating organizational change and driving process improvement initiatives.
- Manufacturing, aerospace, industrial services, or multi-site experience is considered an asset.

Technical Knowledge & Skills

- Lean Manufacturing and Continuous Improvement methodologies.
- Process mapping and workflow design.
- Root cause analysis and structured problem-solving.
- Project management principles and practices.
- Data analysis, KPI development, and performance measurement.
- Change management and organizational development.
- Strong facilitation, presentation, and communication skills.
- Proficiency in Microsoft Office, Power BI, Visio, ERP systems, and other business process tools.

What We Offer:

- **Competitive compensation:** A fair and market-aligned wage structure.
- **Comprehensive benefits:** Group Health and Dental Benefits to support employee well-being.
- **Retirement savings:** Group RRSP Plan with employer contributions.
- **Employee incentives:** Additional programs that reward performance and commitment.
- **Training and development:** On-the-job training provided for the right candidate.

How to Apply: Please submit your resume to **careers@cadorath.com** or apply through our website at **www.cadorath.com/careers**.
Only shortlisted applicants will be contacted.