



Job Title:	Manufacturing Manager	Job Code:	MFGSPR
Department:	Manufacturing O/H	Division:	Ithaca, NY
Reports to:	VP of Manufacturing	FLSA Status:	Exempt
Hours:	Full-time – 40 Hrs/week	Rev Date:	04-30-2018

Who We Are:

Transonic is a small, family-owned company with around 90 dedicated team members at our Ithaca headquarters. We develop innovative flow measurement systems used in surgeries, hemodialysis, research, and other medical applications to improve patient outcomes. Working at Transonic means contributing to meaningful work that truly impacts lives.

We foster a collaborative work environment and believe every role contributes to our success. Our manufacturing facility is a spacious, clean, temperature-controlled, and quiet environment, and our manufacturing staff are committed and diligent, knowing the importance of each product they create. We offer competitive pay and exceptional benefits, including fully company-paid medical insurance with low copays, paid holidays and vacation, and company-funded 401(k) contributions. Additional low-cost options for dental, vision, and life insurance are also available. Manufacturing hours are from 7:00 AM to 3:30 PM, with two company-paid 15-minute breaks and a half-hour unpaid lunch.

We are a high-mix, low-volume manufacturer, supporting niche markets across a wide spectrum of clinical and research applications including surgical and tubing-based blood flow measurements, life science research, and OEM components as part of our "Transonic Inside" offerings.

Who We're Looking For:

We are seeking a proactive, hands-on Manufacturing Manager to lead our production team and support a broad portfolio of regulated medical devices, research products, and OEM components. This role is integral to the success of our operations and requires a leader who is both strategic and deeply engaged in day-to-day activities. The ideal candidate is a collaborative problem-solver, committed to continuous improvement, operational excellence, and cross-functional teamwork.

This position involves regular coordination with internal departments—including Purchasing, Customer Service, Shipping and Stockroom, Finance, and Quality—as well as communication with external stakeholders across global markets. Strong interpersonal, organizational, and analytical skills are essential to ensure alignment across teams and maintain high-quality manufacturing outcomes.

We're looking for an energetic, self-motivated individual with a genuine interest in learning about our products, customer applications, and the detailed manufacturing processes that support them. As a small, close-knit company, our managers take a hands-on approach—actively engaging with their teams, supporting operations, and leading by example. The ability to multitask, prioritize across shifting needs, and contribute to company-wide initiatives is key.

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This role will also be instrumental in identifying process inefficiencies, reducing unnecessary idle time, ensuring robust cross-training across all roles, and maintaining readiness. We're excited to find a team member who brings a solution-oriented mindset and a passion for continuous improvement to help us grow and succeed together.

Primary Function

The primary functions of the manufacturing manager are to organize and lead the daily activities of the manufacturing department to meet production schedules, support product and process quality, ensure compliance with ISO 13485 standards, and support Transonic staff in bringing our values to everything we produce. Also key is the ability to drive strategic initiatives related to continuous improvement, team development, new product introductions, and global customer satisfaction.

The Manufacturing Manager is responsible for organizing and directing the daily activities and processes of production staff to achieve production schedules and to define and maintain metrics to meet schedules. Ideally, this role will also create process & infrastructure upgrades to production activities to improve quality, minimize non-value-added activities, and reduce cost. The position manages and leads employees to bring Transonic's core ICARE values to life and ensures that employees are adequately cross trained to meet all production needs.

I. Duties and Responsibilities

- Organize, schedule, and lead daily manufacturing operations across assembly, calibration, testing, and quality control to meet delivery goals with a zero-defect mindset. This includes morning standup meetings to highlight daily directions as well as daily follow-up to ensure products are moving through manufacturing as intended and staff are appropriately prioritized.
- Manage staff throughout the employment lifecycle, from recruitment and onboarding to development and retention. Responsibilities include clearly communicating job expectations and coordinating or delivering training, cross-training, and mentoring on work instructions, procedures, and policies, and regularly reviewing performance. This also involves identifying opportunities for improvement, implementing retraining or performance improvement plans when necessary, and supporting employees in their personal and professional growth. Daily activities include managing time-off requests and scheduling, reviewing timecards, time corrections, and time management.
- Identify resource needs and implement efficient cross-training to meet production requirements.
- Manage manufacturing material and support needs, such as ordering manufacturing supplies, approving material requests, managing materials with expirations and/or SDS, ensuring PM is completed by staff, managing cleaning, and sterile load processing.
- Lead regular meetings to review and enhance product quality and ensure adherence to delivery schedules. Proactively initiate and manage improvement projects aimed at optimizing production timelines, eliminating non-value-added activities, and reducing costs without compromising quality. Demonstrate the ability to research and evaluate new

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technologies, materials, and methods that support quality enhancement and cost reduction. Collaborate with manufacturing engineering to assess and implement new tools, fixtures, test equipment, and manufacturing technologies that address and improve production challenges.

- Represent manufacturing in the early stages of design development; serve as a technical resource on manufacturing processes in the design of new products. Implement process validations and oversee early production of samples/prototypes of new products in conjunction with manufacturing engineering.
- Assist in and support validation and verification activities for all new products and processes and actively support and participate in design transfer and product lifecycle management (PLM) for new and existing product lines.
- Ensure that documentation and records are completed, reviewed, and stored in accordance with internal work instructions, and quality and regulatory requirements. Ensure full compliance with ISO 13485, FDA, and other relevant international regulatory standards (e.g., MDSAP, EU MDR). This includes implementing and maintaining traceable, validated manufacturing processes with documentation that supports meeting our internal and external audit requirements
- Interface with Manufacturing Engineering, QA, and RA during meetings concerning NCMRs, CAPAs, investigations, and internal/external audits, and implement appropriate actions to document non-conformances and assist in directing/implementing needed process changes and rework.
- Drive a culture of safety, quality, and accountability across the team; the position is responsible for ensuring that internal personnel comply with all safety procedures.
- Establish appropriate manufacturing performance metrics and then monitor these metrics for potential improvements (e.g., IDL, OTD, Scrap, etc.).
- Perform other work-related duties as requested, directed, or assigned by management.

II. Working Relationships

- Works closely with Customer Service, Purchasing, Quality, Manufacturing Engineering, and new product development Engineers.
- Operates in a cross-functional environment and reports to executive leadership with regular updates on key performance indicators and strategic goals.

III. Education and Experience

- Bachelor's degree in in Engineering applicable to the manufacturing process (Manufacturing, Industrial Engineering, Mechanical, Electrical, or similar)

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- 5+ years of progressive manufacturing leadership in a regulated environment, preferably medical device, with team-building and cooperative management style.
- A background in managing high-mix, low-volume production is preferred.
- Deep experience with manufacturing processes and manufacturing testing equipment (e.g. signal generators, calibration activities, soldering methods, etc.) is preferred.

IV. Knowledge, Skills and Abilities

- Ability to use applicable Engineering skills to troubleshoot and diagnose production issues that arise
- Knowledge and experience in electronics, assembly, calibration and testing processes with the ability to lead and assist in training in these areas
- Must be willing to assume leadership with high reliability, integrity and a strong sense of urgency to produce results.
- Must be willing to be hands-on, learn various processes and procedures, as well as to mentor and train others.
- Must possess strong organizational, project management, and influencing skills with the ability to work on multiple projects and with various company teams
- Excellent communication skills, written and verbal, to ensure timely, accurate delivery information communicated with the other departments.
- Demonstrated ability to set priorities, meet deadlines and deliver projects on time in a fast-paced environment
- Strong problem solving and analytical skills
- Computer proficiency in Microsoft applications and capable of using other related software applications such as ERP (Macola), Crystal Reports, project management software, and other company platforms.

V. Supervisory Responsibilities

- 25 - 35 Non-Exempt Direct Reports including Electronic Technicians, Assemblers, Production Technicians

VI. Physical Demands

- Position primarily requires sitting, standing, talking and walking in an office environment and stooping, reaching, climbing, standing, walking and talking in a manufacturing and processing environment.
- Must be able to lift up to 25 lbs. and to adhere to safety requirements.



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- Corrected vision and color distinction is required.

VII. Work Environment

- Office environment including use of computers, computer systems & programs, phones, copiers, printers and other office equipment.
- Manufacturing floor, clean room, stock room, and shipping/receiving with occasional exposure to elements such as odor, noise, dust, chemicals as well as machining tools and equipment.
- Use of common Personal Protective Equipment (PPE) as appropriate and recommended.
- Domestic travel is minimal, but some local travel may be required occasionally during supplier visits.

Disclaimer: This Job Description is not intended to be all-inclusive and may be subject to change to include new responsibilities and tasks or change existing ones as management deems necessary to meet the ongoing needs of the company.