



## Quality Development Specialist Job Description

Best-known for the vessel fleets it produces for the U.S. Armed Forces and allies around the globe, Metal Shark has expanded its focus to include state, local, and commercial operators across a wide range of markets. Today, the Louisiana-based company produces a wider range of specialty vessels than perhaps any comparable yard. Key markets served include fire rescue, law enforcement, military, passenger vessels, pilot boats, various workboat operators and other specialty operators.

**Location:** Jeanerette, LA (onsite)

**Salary:** \$70,000-\$85,000 per year

### **Objective:**

The Quality Development Specialist will play a pivotal role in enhancing the skills and performance of production staff at our aluminum boat-building facility. By working closely with individuals identified by production leadership or the Quality Department, the Specialist will help elevate team members from Class 3 outfitting levels to Class 2 or, ideally, Class 1 standards. This role directly contributes to improving overall product quality, reducing rework, and fostering a culture of continuous improvement.

### **Key Responsibilities:**

#### **1. Individualized Training and Development:**

- Collaborate with production leadership and the Quality Department to identify team members requiring skill development.
- Develop tailored training plans that address specific gaps in outfitting skills.
- Provide hands-on coaching and mentoring to improve practical skills in alignment with Class 1 and Class 2 standards.

#### **2. Performance Assessment:**

- Assess the current skill levels of team members through direct observation and evaluation.
- Track individual progress against defined metrics for Class 1 and Class 2 qualifications.
- Provide regular feedback to team members, production leadership, and the Quality Department on progress and areas for improvement.

#### **3. Standardization and Best Practices:**

- Ensure that all training aligns with company standards, quality requirements, and customer expectations.
- Promote and enforce adherence to established processes, procedures, and best practices.
- Identify opportunities to refine training methodologies or quality standards based on insights gained during coaching sessions.



#### **4. Documentation and Reporting:**

- Maintain accurate records of individual training plans, progress reports, and assessments.
- Prepare regular reports for the Quality Manager and production leadership, highlighting successes and areas needing further attention.

#### **5. Continuous Improvement:**

- Act as a bridge between production and quality teams to identify systemic issues impacting skill development or quality outcomes.
- Participate in cross-functional meetings to share insights and recommendations for process improvements.
- Contribute to the development of new training resources, tools, or guides as needed.

#### **Qualifications:**

- Strong understanding of Electrical or Mechanical/Outfitting as it relates to boat building.
- 5-10 years of experience in boat building or manufacturing related roles
- Excellent interpersonal and coaching skills, with the ability to motivate and develop others.
- Experience working in a quality-focused environment, preferably in boat building or a similar manufacturing setting.
- Strong organizational skills with attention to detail and the ability to document training processes effectively.
- Familiarity with Microsoft Office software suite, specifically Excel, Word and Outlook.