Team Leader, Permanent Night Shift

Can you deliver results through people, collaboration and clear leadership?
Then you may be the Team Leader we are looking for to lead 21 operators across two production departments.

Topsil produces ultra-pure Float Zone silicon for the global semiconductor industry. Our production facility in Frederikssund operates 24/7, and we are looking for a dedicated Team Leader who is visible, approachable and close to the employees and day-to-day operations.

The Role

As Team Leader, you will have leadership responsibility for 21 operators working across two production departments.

You will be a visible and approachable leader who provides direction, motivates your team and creates engagement in everyday work. At the same time, you will focus on ensuring safe, stable and efficient production.

You will stay close to both your employees and daily operations while maintaining an overview and following up when needed. You understand the individual needs of your employees and create the conditions that enable both individuals and the team as a whole to succeed.

Your key responsibilities will include:

- Leading, motivating and developing your team
- Practising visible and approachable leadership across both departments
- Creating a safe and positive working environment with a strong focus on well-being and engagement
- Ensuring that production targets for quality, volume and lead time are achieved
- Following up on errors and deviations and initiating appropriate corrective actions
- Supporting the professional and personal development of your employees
- Ensuring effective communication, handovers and workflow across departments and shifts
- Contributing actively to the continued development, automation and digitalisation of our production

You will report to the Production Manager and work closely with the other Team Leaders and different professional groups across the organisation.

Part of a Strong Leadership Team

You will join a group of six Team Leaders who share responsibility for the overall performance of our production organisation. We therefore expect you to look beyond your own team and contribute actively to collaboration, priorities and solutions across all teams.

Every Monday, the Team Leader group meets to coordinate production, align priorities and discuss leadership and development. This meeting is an important part of the role and must therefore be prioritised.

At Topsil, we place a strong emphasis on leadership development. You are motivated to develop as a leader and are open to feedback, sparring and new approaches to leadership. We do not expect you to have all the answers, but we do expect you to be curious and eager to learn.

We also expect you to contribute actively to the development of the Team Leader group as a whole. We learn from each other, share experiences and challenge ourselves and our fellow leaders, always with mutual respect and a shared ambition to become better together.

Who Are You?

You have experience as a Team Leader, Coordinator or in a similar role, preferably within a manufacturing environment. Your educational background is not decisive. What matters most is your leadership experience, technical understanding and ability to achieve results through people.

Experience with night work is an advantage, but more importantly, you have realistically considered what working nights means for you, including the impact on your physical and mental well-being as well as your family and social life.

We are looking for someone who:

- Builds trusting relationships and understands individual needs
- Is visible, clear and accessible as a leader
- Can create direction for one team working across two departments
- Communicates clearly and follows up on agreements and actions
- Can balance employee well-being, quality and production targets
- Sees the bigger picture and collaborates naturally across teams and functions
- Is motivated to develop as a leader and contribute to the development of the Team Leader group
- Can give and receive constructive feedback
- Speaks and reads both Danish and English

Working Hours

The permanent night shift operates on weekdays from **10:00 p.m. to 7:00 a.m.** Operators work a four-day week, alternating between Monday to Thursday and Tuesday to Friday.

As Team Leader, you will plan your working week based on the needs of your employees and production. You will be expected to prioritise being present with your team in both departments.

The position also requires participation in relevant daytime meetings, including the regular Team Leader meeting on Mondays, which is an important part of the role and must be prioritised.

What We Offer

- A key leadership role with responsibility for 21 operators across two production departments
- Close and committed collaboration with five other Team Leaders
- Excellent opportunities for professional and personal leadership development
- A high degree of autonomy and influence
- A workplace with a strong focus on safety, sustainability, equality and respect
- Pension scheme, health insurance and canteen facilities
- An active employee association and an informal, friendly working environment

Interested?

If you have any questions about the position, please contact:

Production Manager Peter Taulo Larsen

Email: PTL@GW-TOPSIL.COM

All enquiries regarding the position must be made in writing.

Interviews will be held on an ongoing basis, so we encourage you to submit your CV and application as soon as possible.

About Topsil

Topsil is an innovative manufacturing company and a leading supplier of ultra-pure silicon to the global semiconductor industry. We work with customers and business partners around the world and collaborate internationally with universities and private organisations on research and development. [http://www...opsil.com/],

[https://ww...ny/topsil/]
Our ultra-pure silicon is primarily used in highly demanding applications. Our products are built on decades of experience and significant investments in new technology, facilities and equipment. They are used in applications including electric vehicles, high-speed trains, electricity grids, wind turbines and other green technologies, as well as specialised applications within the pharmaceutical and detector industries.
Our products and production processes are subject to extremely high quality standards. We operate in accordance with the IATF 16949:2016 Automotive Quality Standard and hold ISO certifications within environmental management, energy management and occupational health and safety.
Today, more than 240 employees work at our Frederikssund site, where production operates around the clock. You will work with a diverse range of colleagues and professional disciplines. We appreciate a good laugh and value an informal working environment built on respect for the individual.
At Topsil, you will become part of a workplace with highly dedicated colleagues and a strong focus on work-life balance.
Learn more at www.topsil.com and on Topsil’s LinkedIn page.