Job Description – Graduate Continuous Improvement Specialist

Location: United Kingdom
Site: Saffron Walden or Normanton
Reporting to: Group Operational Excellence Leader
Department: Operations
Onsite / Hybrid

About LPA

LPA Group plc (AIM: LPA) is an innovation-led engineering company that designs and manufactures electronic and electro-mechanical components and systems. Founded in the mid 1800's, the Company has a long product development history where high reliability, low maintenance and life cycle costs are an intrinsic part of our product design and build ethos. All companies are ISO 9001 certified.

Mission Statement

We are on a mission to make our processes smarter, faster and more sustainable, finding opportunities to align ourselves as a more cohesive Group and drive better performance for our customers. We believe that small, thoughtful changes based on fact can create big-impact changes whether that is reducing waste in our supply chain, streamlining our operational processes or improving the way we collaborate. We value teamwork, respect, accountability and courage to challenge "the way it's always been done"

Overview

As a Graduate Continuous Improvement Specialist, you will be at the heart of our transformational journey to a more united Group. You will work alongside experienced mentors, to identify inefficiencies, analyse data and implement solutions that make lives easier and more efficient for our teams and customers. Being able to bring a fresh perspective will help us to uncover opportunities others may have missed and the work will directly contribute to measurable cost savings, improved quality and happier customers.

Key Responsibilities

- Collect, clean and validate datasets from multiple sources to ensure accuracy and reliability.
- Support process improvement projects across Operations & Supply Chain; from mapping to identifying bottlenecks.
- Contribute to prioritisation of potential projects balancing potential impact benefits against cost.
- Collect and work with the Data Team to analyse operational data to uncover trends and improvement opportunities.
- Balance team verbatim against fact-led results to create a story.
- Assist in facilitating workshops using Lean, Six Sigma and Kaizen methodologies.
- Collaborate with cross-functional teams to design and test new processes or tools.

- Document process changes and create clear, user-friendly work instructions for teams.
- Track and report on the impact of implemented improvements.

Key Experience

- Strong analytical skills, being able to spot patterns and a natural curiosity for problem – solving.
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- Excellent communication skills; can explain complex ideas simply.
- A proactive and curious mindset – confidence to ask “why” and “what if”.
- Familiarity with process improvement concepts (Lean, Six Sigma). However, not essential as training is available.
- Comfort with Excel, Power BI, or similar data analysis software.
- Able to use Word, PowerPoint, Infographics, or similar to report, record and present project results and stories.

Qualifications

- A recent degree in Business, Operations Management, Manufacturing or similar.