



Hiroshi Hardy

Manufacturing Team Lead, Remanufacturing

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STRENGTHS

- 👥 **Shop Floor Leadership**
Led eight employees through changing production needs. Team members relied on clear priorities and steady support during difficult shifts.
- 🎓 **Practical Training**
Used supervised practice and standard work during cross training. New operators gained confidence without losing sight of safety.
- ✅ **Quality Response**
Preserved conditions during Andon calls and quality holds. That calm first response gave troubleshooting efforts a useful starting point.
- ♥️ **Metric Discipline**
Compared cell board entries with source records before reviews. Leaders gained cleaner information for daily production decisions.
- 🚀 **Safety Ownership**
Performed Safety Stop Audits and reinforced stop to fix expectations. Safe choices stayed visible during routine production pressure.

SKILLS

Team Leadership Remanufacturing

Drivetrain Components PQVC PID

RCCA 5S Andon Response

Standard Work Cross Training

Value Stream Mapping SAP

SUMMARY

Manufacturing **Team Lead** with eight years of progressive production experience across remanufacturing, drivetrain component assembly, and plant operations. Leads teams of five to ten employees while balancing safety, quality, staffing, material flow, and output needs on active production cells. Uses PQVC performance management, cell boards, PID problem solving, RCCA, Andon response, standard work, 5S, **Safety Stop Audits**, and **stop to fix** practices to keep work safe and reliable. Trains employees through on the job instruction, **cross training**, and documented process standards. Works closely with manufacturing and supply chain support on metric accuracy, issue escalation, customer feedback, and corrective action. Brings hands on SAP, MRP and ERP, and Microsoft Office experience, supported by an AAS in Manufacturing Technology and OSHA training.

EXPERIENCE

Manufacturing Team Lead, Remanufacturing

Dakota Drive Systems 📅 June 2023 - Present 📍 Sioux Falls, SD

Leads an eight person drivetrain remanufacturing cell, combining direct production support with team development, metric ownership, issue escalation, and coordination across manufacturing and supply chain functions.

- Led eight employees through **drivetrain remanufacturing** while balancing safety, quality, staffing, and output needs.
- Verified PQVC cell board data before performance reviews, improving confidence in daily production decisions.
- Ran PID sessions with manufacturing and **supply chain** partners, assigning actions and confirming issue closure.
- Trained and cross trained employees through documented instruction, **standard work**, and qualification checks.
- Performed **Safety Stop Audits** and 5S reviews, reinforcing stop to fix practices during production.
- Supported RCCA responses by tracing process conditions and applying corrective actions for **customer feedback**.

Senior Production Technician

Northern Plains Components 📅 August 2020 - May 2023 📍 Brookings, SD

Supported multiple component rebuild and assembly operations as a senior technician and relief lead, providing qualified coverage, accurate reporting, material coordination, and process improvement support during shifting production demands.

- Operated component rebuild and assembly processes, providing qualified coverage during **staffing** changes and absences.
- Communicated priorities, **Andon** issues, material constraints, and quality concerns to section supervision for timely action.
- Checked cell board entries against source records before daily reviews, improving **production** data reliability.
- Updated **standard work** after process changes, validating task sequence and safety controls before release.
- Proposed improvements for workstation organization, material presentation, and process delays across assigned operations.
- Used **SAP** and **Microsoft Office** to review production data, document issues, and coordinate work orders.

Production Technician, Component Rebuild

Prairie Gear Rebuild Center 📅 July 2018 - July 2020 📍 Aberdeen, SD

LANGUAGES

English Native

Japanese Intermediate

MY CAREER



● Manufacturing Team Lead, Remanufacturing at Dakota Drive Systems (3.3 Years)

● Senior Production Technician at Northern Plains Components (2.8 Years)

● Production Technician, Component Rebuild at Prairie Gear Rebuild Center (2 Years)

● Manufacturing Associate, Mechanical Assembly at Midwest Industrial Assembly (8 Months)

Performed component disassembly, inspection, cleaning, rebuild, and assembly under controlled **standard work** while supporting safe operations, quality holds, Andon response, **cross training**, and root cause discussions.

- Completed disassembly, inspection, cleaning, rebuild, and assembly under defined quality requirements.
- Followed **hazardous risk assessments**, **PPE** requirements, safe procedures, and stop work expectations consistently.
- Responded to Andon calls and **quality** holds, preserving conditions before supervised troubleshooting and restart.
- Applied **5S** practices to tools, parts, and work areas, supporting safer process flow.
- Cross trained on adjacent operations and demonstrated qualification through supervised production runs.
- Documented defects and process observations for root cause discussions and corrective actions.

Manufacturing Associate, Mechanical Assembly

Midwest Industrial Assembly 📅 October 2017 - June 2018 📍 Watertown, SD

Built mechanical subassemblies while learning production reporting, quality checks, safe material handling, 5S discipline, and cross training within a structured **manufacturing** environment.

- Built mechanical subassemblies from work instructions while learning quality checks and safe handling.
- Completed repetitive lifting, positioning, and assembly tasks using required PPE and safe job procedures.
- Recorded production quantities and defect information accurately for shift reporting and follow up.
- Escalated material shortages and process abnormalities instead of bypassing established controls.
- Maintained organized work areas through routine 5S activities and end of shift checks.
- Earned **cross training** on a second assembly operation through supervised practice and **standard work** adherence.

PROJECTS

Drivetrain Cell Performance Improvement 📅 2024

A recurring cell board discrepancy slowed daily discussions. Reviewed source records, clarified reporting steps, and supported PID actions that improved metric confidence for production and supply chain reviews.

Standard Work and Cross Training Program 📅 2022

Coverage gaps exposed a need for broader qualification. Updated task sequence documentation, supported supervised practice, and helped create more dependable staffing flexibility across adjacent operations.

LEADERSHIP & AWARDS

- Selected as relief lead for dependable communication during staffing changes, Andon events, and material constraints.
- Recognized through expanded team leadership responsibilities after building trust with operators and section supervision.
- Earned cross training on adjacent assembly operations through consistent standard work and safe production performance.

EDUCATION

Associate of Applied Science in Manufacturing Technology

Southeast Technical College 🎓 GPA: 3.5 📅 2017 📍 Sioux Falls, SD

Coursework: Manufacturing processes, quality systems, industrial safety, production planning

CERTIFICATIONS

- OSHA 10 Hour General Industry 📅 2022
- Associate of Applied Science in Manufacturing Technology 📅 2017

TECHNICAL SKILLS

- **Production Systems:** PQVC, PID, Cell Boards
- **Quality Methods:** RCCA, Quality Holds, Customer Feedback
- **Safety Practices:** Safety Stop Audits, PPE, Hazardous Risk Assessments
- **Lean Methods:** 5S, Stop to Fix, Continuous Improvement
- **Workforce Development:** On the Job Training, Cross Training, Standard Work
- **Enterprise Systems:** SAP, MRP, ERP
- **Office Applications:** Microsoft Office, Excel, Word
- **Manufacturing Operations:** Drivetrain Remanufacturing, Component Assembly, Rebuild Operations
- **Production Response:** Andon, Issue Escalation, Staffing Coordination
- **Planning Support:** Supply Chain Coordination, Work Orders, Material Constraints
- **Process Improvement:** Value Stream Mapping, Future State Changes, PID Activities

PROFESSIONAL AFFILIATIONS

- Manufacturing Technology alumni, Southeast Technical College, with continued interest in practical plant improvement.
- Workplace safety contributor through daily PPE use, Safety Stop Audits, 5S reviews, and stop to fix practices.

ADDITIONAL INFORMATION

Work Status : Authorized to work in United States. No sponsorship required.

REFERENCES

AVAILABLE ON REQUEST