



Since our incorporation over 35 years ago in Hong Kong, The Epic Group has manufactured garments for the world's major international brands and retailers. With international offices located in China, Vietnam, India, Bangladesh Europe and the USA, The EPIC Group is well situated to provide garments and innovative solutions to our partners.

Employing over 15,000 individuals worldwide, The Epic Group has the capability to produce 36 million garments a year. We are headquartered in Hong Kong. Our closed loop manufacturing, sales, studios and textile offices are located strategically to give our customers unmatched access to our vast resources.

We are looking for dynamic and proficient professionals for placement in Colombo and the option of foreign posting. Our recruits are essentially self-starters / self-motivated & capable to manage changes required in a dynamic business environment in the following areas :

Director Finance

The candidate will be a seasoned and a mature leader with at least 12-15 years of strong finance experience, ideally beginning in audit, followed by experienced gathering and evaluating financial information and making actionable recommendations to the board.

Reporting to the MD, The Director Finance will set the company's financial policy and direction. You will lead all financial administration, business planning and budgeting.

- Partner with the management on all operational and strategic issues as they arise; provide strategic recommendations based on financial analysis and projections, cost identification and allocation, and revenue/expense analysis- Overseas budgeting, and the implementation of budgets, so as to monitor progress and present operational metrics both internally and externally.
- Oversee the preparation and approval of all financial reporting and monitor funding matrix and report to the board of directors.
- Responsible for all reporting and communication on fortnightly, monthly and annual basis.
- Strong commitment in developing core finance team.
- A hands-on manager with initiative and a dynamic, mission-driven environment.
- An effective communicator, with strong oral and written skills and be someone who can communicate in a collegiate manner to all levels and disciplines within the organization.
- Ensure that Finance staff maintains financial record systems in accordance with Generally Accepted Accounting Principles, and monitor the use of all funds.
- Manage cash flow and forecasting; direct all financial, project-based, and departmental accounting.
- Would ensure adherence to accounting policies and for providing inputs for all policy issues relating to audit, budget, accounts, creditors management, payment control, auditing of statutory compliance related to finance, taxation, P&L Etc.
- Daily management abilities and experience of leading a finance team are a must, however the individual should have the strategic vision to help move the Finance function and the business forward.
- The candidate should be a fully qualified Chartered Accountant and Company Secretary who has gained a broad range of experience in Financial Accounting, Financial Planning & Analysis.
- The candidate must have a sound knowledge of leading an ERP/MIS/IT Team and Tech-Savvy.
- Good understanding of the Operation/Production process & HR activity at Factory level.
- Exposure to garment industry, HR, Personnel & Administration areas will be a definite plus.

Chief Financial Officer

We view this position as a seasoned professional with strong business sense; support the CEO/MD in ensuring financial viability of the manufacturing plant.

- He should have a strong background in financial cum administrative role for 10 years and above, atleast 5 years of which would be at a senior level in reputed organization.
- Must be a qualified Chartered / Cost Accountant with background in all facets of financial management, including Commercial, Project Management, and MIS in manufacturing organizations.
- Should be able to lead a team of qualified accountants and experience in handling diverse nationalities is a definite plus.
- It is a very high profile role and the incumbent would assist the senior management on all financial issues, ensuring financial controls, keen eye to re-engineering costs and bringing innovation in cost controls.
- An analytical mind to offer key financial data to assist senior management in taking prudent business decisions and to over look the overall running of the Company and act as a Business Manager at the corporate level.
- The plant compliance and ethical norms forms part of this profile, he should be able to lead the operations Personnel in ensuring the implementation of the plant's policies and procedures.
- Good understanding of the Operation/Production process & HR activity at Factory level.
- Exposure to garment industry, HR, Personnel & Administration areas will be a definite plus.

Assistant Chief Financial Officer

- A seasoned professional with a strong background in accounting & administrative role for 5-8 yrs, atleast 3 yrs of which would be at a senior level in reputed organization.
- Must be a qualified Chartered / Cost Accountant with background in all facets of financial and accounting management.
- Independently able to handle the full accounting function. Prior Experience in handling diverse nationalities in accounting function is a definite plus.
- The candidate must possess experience in manufacturing environment. Exposure to garment industry will be a definite plus.
- It is a high profile role & the incumbent would assist the Chief Financial Officer in taking complete control of the day-to-day accounting and finance operations.
- The position is expected to build in strong financial controls, manage key statistics, and to fulfill Company secretarial responsibilities.
- Exposure to garment industry, HR, Personnel & Administration areas will be a definite plus.

CEO - Chief Executive Officer

The candidate should be a hands-on expert, go getter in this existing tough garment manufacturing environment, handle customers, and will play a key role in the overall running and enhancing the profitability of the manufacturing plant.

Functional Area : Finance / Administration / HR / Production / Quality / Maintenance / Washing
Industry Type : Garment Manufacturing (Wovens)

- Post graduate preferably with an MBA from a reputed institute to be head of the profit centre involved in manufacturing garments for the US & European markets.
- Should have worked with a manufacturing group with huge manpower strength for a minimum of 10 - 12 years and must possess strong manufacturing background.
- Will be responsible for the entire operations of the manufacturing unit and would be required to manage a workforce of 5000 people or more.
- Should have excellent interpersonal skills and a very thorough understanding of logistics and operations, should be a keen leader and believe in leading by example.
- Manage the entire area of finance and related activities viz. Accounting, Costing and controlling, Budgeting & MIS, Capex, Projects.
- Day-to-day interaction with the Production, Quality & Technical Team.
- Managing entire plant operations with a view to achieve business objectives & ensure top line & bottom line profitability for the organization.
- Reporting to the Board.
- Strong desire for Product / Manufacturing process understanding to manage the operation.
- Exposure to Lean manufacturing will be a definite plus.

COO - Chief Operating Officer

Functional Area : Production / Quality / Technical / Maintenance
Industry Type : Garment Manufacturing (Wovens)

- Graduate with any Diploma in Garment Line with 8-10 yrs managerial level experience in every aspect of Production function.
- Technical qualification in textile / Fashion technology is preferred with exposure to the latest production technical know-how & machinery.
- Hands on ownership from fabric stage to final shipment.
- Achieve plant objectives in optimizing efficiencies, timely shipments; enforce quality control systems and practices, and have a keen eye on lean management.
- Excellent Industrial Relation skills in handling a large workforce of 4000-5000 people.
- Have capability to implement best manufacturing practices in the plant.
- Lead the Industrial Engineering team for innovation.
- Head all technical & manufacturing functions, lead a large team.
- Must have proven track record of managing total operations of manufacturing plants/ assembly line operations.
- Have leadership & Business acumen in ensuring that the plant is self-sufficient and a Profit Centre Head.
- Reporting into the CEO/MD.
- Exposure to Lean manufacturing will be a definite plus.

General Manager Production

We envisage a successful, dynamic and modern thinking manager, who has eye to balance the productivity to social norms.

- Candidate should be a Graduate with any specialization.
- Should have 8-12 years of prior experience in a factory handling high end fashion garments for major European and American retailers.
- Be young and energetic, should lead the team and bring innovation to the production processes to deliver maximum output.
- Should have experience of handling a work force of 4000 - 5000 or more people.
- Incumbent will be completely responsible for managing specific number of garment production lines from cut to pack.
- Expert in industrial engineering; capable of handling production, finishing & packing departments, & deal with the outside QC's.
- He should have proven track record of maintaining on-time shipments, and continuously manufacturing efficiencies.
- He should be able to standardize business practices of production as per latest industry standards.
- He should have excellent communication and team management skills.
- Should be an expert in overseeing the HR/Personnel work closely with the floor to have harmonious working environment.
- Exposure to Lean manufacturing will be a definite plus.
- Strong organizing & team management skill is the key to success.

Divisional Merchandising Manager

- Post Graduate or Graduate from NIFT (GMT/FD/Textile D&D) or equivalent.
- At least 8-10 years of experience with in-depth exposure to woven sportswear both bottoms and tops with reputed firms in the industry.
- The candidate will be responsible for managing the merchandising activities of assigned clients, focused product development and marketing functions.
- Good product knowledge, costing techniques, vendor development, liaison with buyer and coordination with production plants for timely delivery of shipment.
- Should have hands on knowledge of latest technology in the apparel manufacturing and should be well tuned with the fashion industry.
- Independent with excellent communication and interpersonal skills and should be a team player with the ability to handle and guide a team of 10 - 15 people.
- The candidate must be capable of handling 3 - 4 large accounts from development to costing stage and follow through and control the entire execution process.

Merchandising Manager

- Graduate from NIFT (GMT/FD/Textile D&D) or equivalent.
- Having 6 - 8 yrs experience in Woven Merchandising.
- Preferably should have experience in the garment manufacturing facility or buying office.
- Good Product knowledge, effective presentation and negotiation skills.
- Excellent communication and interpersonal skills.
- Independently handle the sampling functions and costing exercises.
- Handle the production related issues buyers, factories and head office independently.
- The candidate must have a sound technical knowledge of woven garments and washes.

Merchandisers

- Graduate from NIFT (GMT/FD/Textile D&D) or equivalent.
- Should have good communication skills, with prior experience as a Merchandiser in a reputed organization having atleast 2 to 3 years experience.
- Through knowledge on costing, should be able to handle accounts independently and should be a team player.
- To effectively handle a portfolio of customers from the receipt orders to delivery
- The candidate must have a sound technical knowledge of woven garments and washes.

Director - Quality Assurance

- Graduate from NIFT (GMT/FD/Textile D&D) or equivalent.
- At least 8-10 years of experience with in-depth exposure to woven sportswear both bottoms and tops with reputed firms in the industry.
- Should have good communication skills, with prior experience as a Quality Head in a reputed organization having atleast 5 to 7 years experience.
- Senior leader capable of over looking and controlling quality and technical functions in multiple locations and countries and should have worked in a similar position.
- Candidate must be capable and must have all the skills to be the company's face in all quality and technical initiatives.
- The candidate must have sound technical knowledge of woven garments and washes.
- Setting & managing Database trend analysts for various location.
- Liaison with the garment manufacturing team to improve quality control procedures.
- Setting up & managing process controls and system in the factory.

Quality Assurance Manager

Will be handling Quality system and process design and implementation and Vendor outsourcing

- Technical qualification / background with 6 - 10 years experience in the Quality function in garment industry.
- Knowledge of Quality processes like Six Sigma, Statistical Process Control, Quality circles.
- Appreciation of Lean / JIT process of manufacturing.
- Quality MIS management.
- Quality process planning and implementation.
- Proven capabilities in setting up and controlling in process and end process manufacturing quality.
- Quality data collation & analysis across factories & job worked units.
- To look at trends & bottle necks in production that affects quality of the products & provides guidance to troubleshoot the same.
- Setting up of quality monitoring systems & process.
- Liaison with the garment manufacturing team to improve quality control procedures.
- Managing team of quality assurance resources deployed at various units.
- Design & implement quality training / appreciation programs and competitions across units.

IE Manager

- Engineering Graduate or NIFT or equivalent.
- Should have atleast 8-10 years working experience as an Industrial Engineer in a unit with over 2000 machines manufacturing woven garments.
- Responsible for productivity improvement, capacity and labour resource planning and allocation, evaluation and execution of new systems.
- Exposure to Lean manufacturing will a definite plus.
- Strong organizing & team management skill is the key to success.
- Challenge himself for better productivity in terms of man & machine.
- Believe in change management at shop floor.
- Capable to demonstrate the improvement himself.
- Thorough understanding on motion & time study.

EPIC is an equal opportunity employer. The remuneration packages are among the best in the industry.

Interviews will be held between the 11th to the 13th of December 2009 in Colombo. Only short-listed candidates will be contacted via e-mail or phone.

If you are interested to be part of the epic group, please send in your Applications to "jobapplication@epichk.com" and "mercuryp@gmail.com"

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