

**OVERVIEW**

<b>Compensation</b>	<b>\$100,000.00 - \$135,000.00 + 10% Bonus Potential + Benefits</b>
<b>Location:</b>	Columbus, Indiana
<b>Industry</b>	Beverage Co-Packer

Overview: Plan, organize and direct production personnel in all phases of the production process to assure the facility operates in a highly efficient manner. A highly efficient manner is one in which utilization rates are constantly being monitored and maintained at as high of a level as possible (100% being the goal). Ensure that the plant products manufactured conform to the company's defined product quality standards, as well as Federal, State and local standards of product identity, SQF, safety and Good Manufacturing Practices (GMPs)

**CAREER PATH:** Opportunities for Senior Production Manager or Plant Manager

**LEADERSHIP RESPONSIBILITIES AND IDEAL MATCH**

- Production Supervisors, 4 Production Foreman, 48 hourly Production Staff. Shifts: 6A- 6PM, 6PM-6AM
- Ability to motivate people and teams in a positive manner to achieve plant and company goals.
- Ability to influence and control morale

Ideal Leadership Style for this team: A hands-on coach and mentor (Servant Leader), combined with structured process leadership to ensure the team is on track, correcting errors, improving morale, and meeting KPIs.

The facility is entering a structured Continuous Improvement culture. This individual would be a part of these initiatives as they are rolled out.

Experience in: Dairy or UHT/Aseptic is ideal

**PRIMARY RESPONSIBILITIES**

- Follow up on production related issues. Assign follow-ups.
- Attend our daily production meeting and be prepared to speak to Production Planning, efficiency, down time and follow up on production issues.
- Provide Employee Feedback via performance evaluations provided by the company.
- Mentor your direct reports and groom them for higher-level positions.
- Work with the Management team to best structure the production schedule.
- Work with the production planner to insure you have supplies, schedules and needed raw materials to run the plant efficiently.
- Work with Supervisors to schedule associates in a cost effective manner to maximize efficiency and minimize costs/OT.

**PRIMARY RESPONSIBILITIES**

- Work with mechanics to ensure your requests are met.
- Assist the Operations and Maintenance Manager complete capital projects
- Perform cost studies.
- Work with the Maintenance Manager and Supervisors to plan down day preventative maintenance, master sanitation cleaning and teardowns activities.
- Insure the production employees are conforming to our payroll policy and check punch detail reports.
- Monitors and reports plant production strengths and weaknesses via KPI and KPM tracking.
- Responsible for implementing improvement teams to increase efficiencies
- Responsible for ensuring plant readiness for inspections. These inspections include, but are not limited to, USDA, vendors, SQF, internal and external.
- Maintains documentation of operator strengths and weaknesses so that focus can be placed on cross training.
- Ensures that proper GMP & housekeeping procedures are followed plant-wide as outlined by the company's Quality Dept and SQF Manual.
- Be proactive in identifying maintenance needs and promote the team approach to fulfilling these needs.
- Maintain a professional working relationship with other plant management, customers and vendors.
- Possess a high degree of initiative and flexibility as well as a hands on approach to managing.
- Participate in developing and maintaining plant safety awareness.
- Carries out additional assignments made by the Operations Manager.
- Facilitate the adherence to preventative maintenance and master sanitation program and assure tasks are being completed.
- Develop standard operating procedures for production duties.
- Work with department heads to ensure non-conforming product is dispositioned and consumed in a timely manner.
- Support the company's operational priorities by looking for ways to improve Quality, Safety and Waste Reduction/Productivity. Use the company issued tools to complete the projects assigned to you.
- Carry a cell phone 24/7 to support the plant during off hours.
- Conduct trainings and lead meetings.
- Help Implement and attend visual production meetings (VPM).
- Be active and visible.
- Keep an updated action plan (living document) for the projects you are working on. Be prepared to discuss these with the Operations Manager once per month.
- Always represent the company by conducting yourself and business in a professional manner.
- Maintain a sense of urgency among your crew during normal operation and during breakdowns/down days.
- Ensure all production operators and supervisors attend the mandatory annual trainings and keep training matrix.
- Problem solving skills.
- Maintenance and implement components of SQF System (Food Safety and Food Quality) as required.

**QUALIFICATIONS / EXPERIENCE REQUIRED**

To perform this job successfully, an individual must be able to perform each essential duty satisfactorily. The requirements listed below are representative of the knowledge, skill, and/or ability required. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

The successful candidate must be able to understand all policies, procedures, instructions, rules and regulations (including all safety training and safety information) associated with this position which are written in English. In addition, the successful candidate must be able to appropriately respond to these and, where needed, provide reports, presentations, information or communications in English.

**EDUCATION and/or EXPERIENCE**

- Bachelor of Science Degree, Operations/Engineering/Business (preferred) or 5 to 10 years of production & operations management
- Proven history as a leader | Must be able to multitask and work under pressure.
- Microsoft Office
- Continuous Improvement Experience | Lean/World class management experience

**LANGUAGE SKILLS**

- Excellent written and verbal communication skills
- Must be able to communicate effectively with all levels of associates and teams
- Ability to read, analyze, and technical procedures, or governmental regulations.
- Ability to write reports, business correspondence, and procedure manuals.

**MATHEMATICAL SKILLS:** Ability to apply concepts of basic algebra and geometry

**Benefits:**

- Dental insurance | Vision insurance | Health insurance | 401(k)
- Paid time off | Tuition reimbursement | AD&D insurance | Life insurance

**AN EQUAL EMPLOYMENT OPPORTUNITY EMPLOYER**

All qualified applicants will receive consideration for employment without regard to race, color, religion, sex, national origin, age, genetics, or protected veteran status and will not be discriminated against on the basis of disability.

**APPLY: E-mail resume to: [careers@martins-ig.com](mailto:careers@martins-ig.com) | Tel 866-451-4405 | [www.martins-ig.com](http://www.martins-ig.com)**