

Job Title: **UNIT PLANT MANAGER-GLASS**

SUMMARY

Manages and has 24-hour responsibility for the end to end process, including customer relations of multiple production lines within Operations. Ensures line teams are executing activities that promote a safe work environment and deliver goods and services with superior quality and quantity, on time, continuously and efficiently, at the lowest cost. Responsible for strategic planning and OGSM achievements. Direct reports for this position will be at the salaried level.

ESSENTIAL FUNCTIONS

- Promotes business vision and develops strategies that align with functional and company goals.
- Responsible for safety, quality, customer service and cost performance within assigned business unit. Develops production forecasts and plans to achieve targeted objectives.
- Develops and implements continuous improvement initiatives to drive quality and/or production goals.
- Develops and executes multi-line business plans and coordinates multi department activities (job changes, preventative maintenance, production scheduling).
- Develops scorecards and metrics to monitor key indicators in assigned business unit.
- Approves and implements changes to production methods or material handling procedures.
- Recommends purchase of capital equipment or facility layout changes.
- Develops and implements labor strategies that are in alignment with functional and business priorities and participates in grievance procedures and contract negotiations.
- Ensures comprehensive change management and communication plans are in place and followed to ensure all key stakeholders are informed and engaged in achieving business priorities.
- Develops recommendations and approves changes to systems, policies, and procedures, and ensures timely and accurate implementation. Coordinates business unit planning and works cross-functionally to improve processes within the organization.
- Develops and maintains multi-line operating budgets. Assesses and develops staff capabilities needed to accomplish objectives via the talent acquisition, succession planning and diversity initiative process for the line management function.
- Oversees and manages projects that have long term focus and impact; actively participates in significant rebuilds and equipment exchanges within the business unit; also participates in multi business unit projects.

- Balances daily management efforts with long term strategic planning to ensure continual business success and OGSM achievement.
- Evaluates and approves work processes that could benefit from best practice benchmarking and leverages advanced manufacturing skills and talents to promote continuous improvement; ensures adequate resources are developed and available to complete and implement plan.
- Ensures proper and timely implementation of plant emergency procedures and serves as Incident Command.
- Responsible for understanding and complying with applicable quality, environmental and safety regulatory considerations. Responsible for ensuring subordinates understanding and compliance.
- This job description reflects management's assignment of essential functions; it does not prescribe or restrict the tasks that may be assigned

SUPERVISORY RESPONSIBILITIES

- Selects, develops, coaches and mentors subordinate staff and ensures ongoing development
- Conducts performance evaluations; recommends salary adjustments; rewards employees or takes disciplinary action, as necessary; addresses complaints and resolves issues.

QUALIFICATIONS

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 ability required. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

MINIMUM QUALIFICATIONS

- Master's degree plus 6 years of production management, business operations management, engineering management, or logistics management experience reflecting increasing levels of responsibility

OR

Bachelor's degree plus 8 years of production management, operations management, or logistics management experience reflecting increasing levels of responsibility

OR

12 years of production management, operations management, or logistics management experience reflecting increasing levels of responsibility to include experience within the glass industry.

- Supervisory or managerial experience.
- Ability to build effective relationships and maintain a high level of professionalism while maintaining confidentiality.
- Required to climb multi-level ladders and stairs.
- High school diploma or State-issued equivalency certificate.

PREFERRED QUALIFICATIONS

- Master's degree in Engineering or Business Administration plus 6 years of production management, business operations management, engineering management, or logistics management experience reflecting increasing levels of responsibility

OR

Bachelor's degree in Engineering or Business Administration plus 8 years of production management, operations management, or logistics management experience reflecting increasing levels of responsibility.

- Multi-functional experience in the glass industry.
- Lean Manufacturing or Six Sigma Certification.
- Experience reading, analyzing and interpreting the most complex documents.
- Experience responding to sensitive inquiries or complaints with the upmost confidentiality.
- Experience writing speeches and articles using original or innovative techniques or style.
- Experience making effective and persuasive speeches and presentations on controversial or complex topics to top management, public groups, and boards of directors.
- Skilled in the use of MS Word, MS Excel, MS PowerPoint and Citrix at an intermediate level.
- Skilled in applying mathematical concepts such as exponents, logarithms, quadratic equations, and permutations.
- Skilled in applying mathematical operations to such tasks as frequency distribution, process capability, determination of test reliability and validity, analysis of variance, correlation techniques, sampling theory and factor analysis.
- Experience applying principles of logical or scientific thinking to a wide range of intellectual and practical problems.
- Experience dealing with nonverbal symbolism (formulas, scientific equations, graphs) in its most difficult phases.
- Experience dealing with a variety of abstract and concrete variables.
- Experience working with all levels and functions within the company.

PHYSICAL DEMANDS

The physical demands described here are representative of those that must be met by an employee to successfully perform the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

While performing the duties of this job, the employee is regularly required to talk or hear. The employee occasionally is required to sit. The employee is frequently required to stand and walk. Required to climb multi-level ladders and stairs.

WORK ENVIRONMENT

The work environment characteristics described here are representative of those an employee encounters while performing the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

While performing the duties of this job, the employee is constantly exposed to moving mechanical parts and variable climate and conditions including extreme heat.

The noise level in the work environment is often excessive.