

3rd Shift Production Supervisor

Position Summary:

Lead production and sanitation employees in our lean production environment for one or two processing lines within a shift. Maximize quality, safety, reliability, and productivity. Meet or exceed operational requirements provided by production manager. This position will maintain the safety, quality, and legality of the product produced on 3rd shift and lines for all processing and packaging operations.

Accountabilities:

- Cultivate employee trust, entrepreneurial spirit, and goal orientation. Motivate, support, and coach employees to become self-directed.
- Manage staffing levels for maximum performance.
- Create and lead teams of employees to minimize equipment failure, reduce set up time, and improve throughputs and yield.
- Improve processes to prevent the creation of defects and reduced yields. Find the root cause of problems. Promote the concepts of lean thinking, informed decision making, and reliability to employees.
- Initiate improvement projects; ensure their completion and the realization of projected gains. Present results to production management.
- Evaluate employee performance, provide feedback, and recognize team and individual successes. Provide progressive discipline as required.
- Ensure proper administration of the collective bargaining agreement. Resolve labor grievances and concerns in a professional manner.
- Ensure each employee receives and understands required training and identify additional training as the need arises.

Qualifications:

- Bachelor's degree preferably in an engineering discipline and 2+ years of front-line supervisory experience in a food processing operation
- Well developed communication and interpersonal skills
- Demonstrated ability to analyze and solve complex problems
- Well developed leadership skills
- Strong personal computer skills
- The ability to deal effectively with all levels in a diverse environment

Candidates must have permanent U.S. work authorization.

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