



JOB DESCRIPTION: PLANT MANAGER

- DIRECT REPORT: Chief Executive Officer.
- FLSA STATUS: Exempt.

ESSENTIAL FUNCTIONS & RESPONSIBILITIES

ESSENTIAL JOB FUNCTIONS

- Responsible for all plant related regulatory and safety compliance tasks, including working directly with City, County, and State regulatory firms to ensure compliance at all times.
- Oversees all plant maintenance activities, including Maintenance Team employees.
- Responsible for assigning and managing the execution of all maintenance projects.
- Owner of the Failure Mode Effects Analysis (FMEA) process to ensure proper planning and implementation of new equipment and processes.
- Owner of the Contingency Plan for the facility.
- Monitors and controls plant operating budget for Repairs & Maintenance, Environmental, and Utilities.
- Develop options and strategies for improved manufacturing, equipment, and business results.
- Develop and implement strategies to promote efficient and cost effective work practices and monitor and analyze work practices and cost factors within the plant and manufacturing team.
- Planning around processes and procedures to ensure all company goals are being met.
- Works with Human Resources to proactively monitor all parties in relation to site occupational health and safety to minimize accidents and lost time.
- Participates in Job Site Analysis (JSA) and hold ensures proper execution of safety and regulatory compliance.
- Ensuring all required permitting and licensing is in compliance.
- Keeping management informed on progress of maintenance and facility related projects regularly.
- Promote HCOA's professional image and promote facility cleanliness at all times to support customer visits, audits, and a clean and safe work environment for production employees.
- Supporting and driving utilization of various continuous improvement initiatives and technologies.
- May be involved in plant start up processes and the integration of key aspects of the facility into enhanced operational modes.
- Develop, track, and present several performance and financial metrics to the senior staff.
- Maintain ownership of several policies and procedures with the ability to write and implement new policies and procedures when necessary.

- All other tasks assigned by the CEO.

QUALIFICATIONS

- Must possess a minimum of a relevant Bachelor's degree, and/or have 5+ years running 24/7 plant operations.
- Strong knowledge of safety, environmental and quality regulations.
- Proven leadership ability and desire to drive change and remain focused on continuous improvement.
- Experience with budgeting and managing P&L.
- Familiarity and success working within the context of governing compliance regulations.
- Must be familiar with LEAN Manufacturing and Six Sigma disciplines; LEAN and/or Six Sigma Certification is preferred.
- Must be a U.S. Citizen

REQUIRED ABILITIES

- Self-motivated, and must be able to exercise proper independent discretion and judgement without close supervision in a team environment.
- Must be very proficient in all Microsoft applications; i.e. Word, Excel, PowerPoint.
- Possesses strong communication skills (verbal & written English) to interpret and write procedures, comprehend instructions, give executive level presentations, and to communicate ideas and status effectively with others.
- Available to work anytime, as required, to support a 24/7 facility schedule (as required when needs arise, including emergency situations)
- Ability to work effectively in a fast-paced production environment.

PHYSICAL/MENTAL REQUIREMENTS

- Must be able to work in hot conditions throughout the workday.
- Ability to stand and walk for long periods of time.
- Driving for short or long periods of time.
- Must be able to lift 50+ pounds on a continuous basis.
- Must be able to work long periods of time, including nights and weekends

Honeycomb Company of America is an Equal Opportunity and Affirmative Action Employer encouraging diversity in the workplace. All qualified applicants will receive consideration for employment without regard to their race, color, creed, religion, ancestry, national origin, sex, sexual orientation, gender identity, age, marital status, family responsibilities, pregnancy, genetic information, protected veteran or military status, other categories protected by federal, state, or local law, and regardless of whether the qualified applicants are individuals with disabilities.

Honeycomb Company of America is a Drug-Free Workplace.

Offers of employment with Honeycomb Company of America are conditioned upon the successful completion of a background check and drug-test, subject to applicable laws and regulations.

EOE/DFWP