

Production Supervisor Opportunity With A Major Cheese Manufacturing Company

Description:

Responsible for providing leadership to the Central California Operation Center non-exempt employees in the assigned processing department. Provide guidance and direction to the department employees on shift. Make solid decisions pertaining to product quality, department safety, and department efficiency. Facilitate employee training and hold employees accountable for their responsibilities. Monitor all aspects of the department including product testing, equipment operations, and employee actions. Take accurate product inventories and schedule employees to meet production needs

Reports To:

Department Production Manager; occasional interaction with regional and technical services staff.

Responsibilities:

- Assist in the development of hourly department production workers and production foreperson to ensure the timely and highest quality production of the First Line.
- Ensure worker safety, product quality and adherence to budget.
- Continuous monitoring of the total product flow including; shift summary communication to department manager and other shifts; supervision and training of non-union hourly employees including compliance of Safety Excellence activity reports.
- Maintenance of the plant's non-union status shift manpower scheduling.
- Troubleshooting maintenance of equipment.
- Responsible for making daily shift operating and staffing decisions, but major changes and serious disciplinary steps are reviewed by department manager and/or production/plant manager.
- Performance of this position can be measured by quality specifications of product produced, utilization of labor (i.e. pounds per man hour and overtime), cost of product, and employee morale which can be identified with absenteeism, turnover, Safety Excellence performance and training.

Major Challenges:

- Supervise shifts to produce a consistent high quality cheese to meet Corporate inventory needs.
- Understand the chemistry and microbiology of cheese making and its variables to meet Corporate specifications.
- Motivate employees while maintaining the non-union work environment.
- Recognize opportunities and make decisions to rectify cheese quality which impacts cost.
- Human relations and management skills must be displayed at all times in order to maintain and motivate the non-unionized status of the plant.

Breakdown Accountabilities:

1. Manage the Plant's quality program to achieve quality goals stated in the Business Plan. (20%)
2. Assures that production yields and efficiencies are met as defined by budgetary and Corporate standards. (20%)
3. Maintain high productivity and cost effectiveness through proper scheduling of production and processing operations, maintenance, and manpower. (10%)
4. Demonstrate leadership in the Production Department by implementing programs in training, safety, communications, performance recognition and internal employee development in order to ensure peak employee productivity. (20%)
5. Implements plant safety programs to ensure a safe working environment. (15%)
6. Integrate continuous improvement into all aspects of the Production Supervisor function as evidenced by demonstrating continuous improvement, teamwork with co-workers, distinguished customer service and striving for excellence. (15%)

Qualifications and Characteristics:

- 4-year degree required (food/dairy science or related is highly preferred).
- Minimum of three (3) years experience in a "hands on" First Line Leadership role responsible for meeting the production requirements of a 24/7 facility.
- Experience in food manufacturing is required; dairy or cheese processing experience preferred.
- Ability to work all three shifts, on rotation, in a 24/7 manufacturing environment.
- Strong computer and process controls experience with PLC-s, process instrumentation, and mechanical maintenance skills as well as solid experience with Microsoft programs.
- Basic mechanical ability; excellent written and oral communication skills; business management skills and employee relations skills are required.
- The Production Supervisor is directed by the Department Production Manager, quality specifications, Standard Operating Procedures (S.O.P.'s), Good Manufacturing Practices (G.M.P.'s), governmental regulations, Corporate Safety and Human Resource Policies, and budgetary controls.

Targeted Skill Areas:

- Strong interpersonal skills
- Strong coaching and training skills
- Excellent organizational skills
- Ability to effectively facilitate problem solving meeting
- Basic mechanical ability
- Passionate about food manufacturing.
- Flexible/adaptable to changes in the business environment
- Proactive in seeking opportunities for improvement
- Knowledge of total quality management or lean manufacturing including process improvement teams

Target Production Supervisor Departments:

1. Cheese Line Supervisor
 - Supervises the production of the cheese line ensuring the proper chemistry and consistency of the cheese to ensure it meets the customer's specifications. This is a highly technical role with accountability for processing the milk into finished cheese, ready for the processing department to package. Prior experience in a cheese manufacturing or other dairy related industry and a technical degree in food/agricultural science are necessary for this role. This position is responsible for checking the quality of the product and therefore needs an intimate knowledge of the science involved in cheese making.
2. Processing Supervisor
 - Supervises the processing and packaging of the cheese coming off the cheese line to meet proper customer specifications. The finished cheese is then processed into blocks to be packaged, labeled and shipped to the customer or shredded, packaged, labeled and shipped to the customer depending on the particular specifications. The product is then palletized and made ready for the warehousing department. This role requires experience in a dairy or food processing environment and is responsible for the proper processing and packaging of the product to the customer's specifications.
3. Whey Supervisor
 - Supervises the production of whey protein (WPC 35 and WPC 80) and lactose that are generated as a by product of the cheese line department. Total production is ultimately driven by the cheese department. This process is highly mechanical and requires experience operating in a food manufacturing environment with good mechanical skills, have a working knowledge of physics, chemistry, and microbiology. Strong skills in separation, evaporation, drying, membrane technology, and sanitation are necessary. Candidate must have proven supervisory skills and good written and verbal skills.

Please send resumes to scott@oneillconsulting.com