



## **OPERATIONS MANAGER/PLANT MANAGER**

### **THE COMPANY**

Our client is an operating unit of a global leader in the plastics closure business. With leading edge technologies and the highest commitment to worldwide standards of quality it enjoys a global reputation for excellence and customer service.

### **LOCATION & COMPENSATION**

This position is located in Salt Lake City and reports to the Vice President/General Manager, it will provide an attractive six figure base salary complemented by both incentive compensation and benefit programs.

### **SUMMARY OF RESPONSIBILITIES**

Responsible for leading, planning, directing and managing all aspects of a 130 person, \$35mm plastics closure plant. The incumbent has responsibility for meeting all financial targets; delivering the agreed commitments on time, at cost and to the required quality; provides continuous, rapid improvement in all aspects of the plant's operations; and implements effective human resources standards, practices and processes.

### **POSITION DIMENSIONS**

- Assure the plant consistently achieves its budgeted performances/costs objective and that reliable and consistent performance management methods and processes are implemented.
- Provide leadership to the organization by promoting open communications, team processes and developmental plans that champion a culture of success and continuous improvement.
- Responsible for policy implementation and project management initiatives.

- Lead and instill a philosophy of continuous improvement utilizing plant based teams, and by championing the use of modern manufacturing methods, requiring each area to visibly demonstrate details of performance against objectives.
- Meet commitments to customers by on time deliveries at the agreed cost.
- Manage the preparation of budgets, capital expenditure requests, and reporting on plant performance in an accurate and timely manner in accordance with Company requirements.

## **CORE COMPETENCIES**

Successful candidates will possess the following core competencies:

### **Change Management**

- Develops and implements new strategic plans to cope with change
- Directs large-scale change management efforts
- Provides leadership to help others reach the desired state

### **Collaboration**

- Encourages open expression of ideas/opinions, which may involve conflict
- Facilitates resolution of complex issues among diverse stakeholders
- Fosters a strong team spirit and develops a learning organization

### **Commitment to Continuous Improvement**

- Obtains resources to achieve breakthrough results
- When appropriate, makes decisions based on limited information
- Restructures business unit or function to attain continuous improvement objectives.

### **Customer Satisfaction**

- Establishes and maintains effective relationships with customers, both internal and external, and gains their trust and respect
- Enables customers to achieve results surpassing expectations
- Invokes strong customer loyalty through challenging times
- Participates with customers at the strategic planning level

### **Leadership**

- Champions important issues through to implementation
- Drives for excellence in results and improvements
- Translates business strategies into clear objectives and tactics
- Creates a team purpose that energizes others

### **Strategic Orientation**

- Recognizes long-term opportunities/trends and develops effective long-term plans
- Does what is required to ensure a successful long-term outcome
- Takes the lead in driving the organization to prepare for future

## **EDUCATION AND OTHER REQUIRED SKILLS**

- B.S. Engineering, Master Degree in business desired.
- Minimum of 12 years experience running a complicated and demanding manufacturing operation, within a multinational group.
- Knowledge of manufacturing functions and an ability to convert that knowledge into practical and pragmatic actions easily understood by all.
- Strong knowledge of the latest manufacturing methods and an ability to introduce them into actionable solutions.
- A strong communicator able to deal with customers, suppliers and employees.