



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 an attractive, "quality of life", Virginia location. Reporting 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.