



## **Plant Manager**

Faddis is one of North America's most trusted precast concrete manufacturers, with over 50 years of experience delivering the best product because we have the best people. Our reputation has been built on quality, but it is our responsiveness, diverse expertise, and unmatched determination that gives us one opportunity after another. As our operations grow, we find even more ways to contribute to the critical infrastructure that completes our communities.

### **General Duties**

- Direct and coordinate plant operations within Faddis Concrete Products policies and procedures
- Present Faddis Concrete Products in the best light to its Employees
- Motivate Employees and maintain a high morale
- Ensure the safe and efficient operation of the Plant production facilities
- Responsible for plant production goals
- Confer with department heads to ensure coordination of project management, purchasing, production and shipping
- Responsible for establishing all shift production schedules
- Responsible for the product quality control for the plant
- Maintain a work environment that promotes continuous improvement in themselves and in the work place
- Ensure that Lean Principles are understood and practiced in the day to day operations.
- Attend scheduled corporate training and meetings
- Responsible for all aspects of Project level customer relations, including dispute resolution and project close-out.

### **Specific Duties**

- Responsible for the inventory and supply of all PPE for employees
  - Ensure that the Employee Manual is understood and adhered to
  - Allocate labor and schedule vacation with assistance from the Production Supervisors
  - Delegate responsibility to the Production Supervisors to ensure production targets and quality standards are met and all reporting documentation is completed
  - Ensure that all Supervisors attain adequate level of competency in the areas of health and safety, employee concerns, Lean Manufacturing, etc.
  - Assist in creating training plans in co-ordination with Human Resources
  - Works with Human Resources by interpreting and applying terms and conditions of the Employee Manual, aligning workforce to meet work requirements, including hiring's, layoffs, etc.
  - Plan production loading and layout based on customer demand.
  - Plan plant capacity based on customer demand (i.e.: batch capacity)
  - Schedule overtime as required for production through the Production Supervisors
  - Schedule weekly operations meetings and ensure documentation is maintained and followed through
  - Coordinate with the Project Manager for the status, requirements and schedules for all active and forecasted projects
  - Ensure raw material availability for scheduled production
  - Ensure that required equipment is maintained and purchased when needed for Production
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- Participates in the planning of projects
- Leads the activities of various focus teams to improve upon overall production yields, efficiencies, etc.
- Participate in the design of products, equipment and processes
- Participate in the implementation and maintenance of Lean Manufacturing
- Participate in weekly manager meetings.
- Manage spending against budget and in relation to changes in production volume
- Report on departmental budgets and performance daily.
- Establish productivity targets for all production lines, monitor and revise, if needed
- Establish and follow through on department Continuous Improvement Projects
- Perform semi-annual and annual direct report performance reviews
- Ensure the production areas are a showcase for our customers
- Other duties as assigned

#### Competencies Required:

- Strong interpersonal and communication skills
- Strong organizational and presentation skills
- Ability to work in a team environment
- Proactive thinker and self-starter
- Ability to read construction blueprints
- Strong mechanical ability would be an asset

#### Specific Qualifications:

- Minimum 10 years experience in a manufacturing environment with progressive experience in a variety of organizations within manufacturing
- Strong computer skills including Windows, Word, Excel and Power Point

#### KPI's:

- Safety
- Productivity
- Quality
- EBITDA

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