

# Plant Manager



## POSITION SUMMARY

Responsible for managing plant operations of all departments to ensure the safest and most efficient production of product that meets customer and USDA requirements, while ensuring compliance with all applicable laws and company policies to ensure fair and consistent treatment of employees.

## ESSENTIAL FUNCTIONS

- Daily-oversee the production and movement of products to meet both customer and USDA requirements
- Review financial statements , sales and activity reports , and other performance data to measure productivity and goal achievement and to determine areas needing cost reduction and program improvement
- Ensure that all safety training, Company safety policies and OSHA requirements are being followed for the well being of the entire plant
- Oversee the supervision of employees ---correlating directly with managers, supervisors and/or Human Resources to resolve any issues, including determining staffing requirements, policy administration, discipline, etc.
- Maintains a professional working relationship with USDA as well as all other departments, such as Maintenance, Quality Assurance, and Human Resources.
- Perform weekly reviews of department costs and yield analysis; facilitates a weekly management meeting to discuss issues; facilitates a bi-monthly Round Table meeting with an assigned committee
- Perform annual performance reviews of all direct reports ' performance; serve as advisory support to assigned management positions to ensure that they have the resources and training made available to them for their own career success and development

## POSITION QUALIFICATIONS

- Accountability - Ability to accept responsibility and account for his/her actions
- Analytical Skills - Ability to use thinking and reasoning to solve a problem
- Business Acumen - Ability to grasp and understand business concepts and issues
- Communication, Written - Ability to communicate in writing clearly and concisely
- Customer Oriented - Ability to take care of the customers' needs while following company procedures
- Decision Making - Ability to make critical decisions while following company procedures
- Goal Oriented - Ability to focus on a goal and obtain a pre-determined result
- Interpersonal - Ability to get along well with a variety of personalities and individuals
- Management Skills - Ability to organize and direct oneself and effectively supervise others
- Time Management - Ability to utilize the available time to organize and complete work within given deadlines
- Working Under Pressure - Ability to complete assigned tasks under stressful situations

## Education

Bachelor's Degree (four year college or university)

