



Job title	<i>Senior Lead Maintenance Technician</i>
Reports to	<i>Technical/CMMS Manager</i>

Senior Lead Maintenance Technician Position Summary

The Senior Lead Maintenance Technician will provide direct supervision and coaching/mentoring for a shift specific maintenance team. Direction to include the targeted quality of maintenance completion, safety standards, diagnostic tools and the urgency required to support plant systems for various process and packaging equipment in a highly automated facility. The ideal candidate will have demonstrated leadership experience and maintenance skills, with the ability to take on increasing levels of responsibility. In this role you are responsible for supporting a team focused on equipment maintenance and repair, as well as overseeing performance of plant utilities such as steam, compressed air and Ammonia refrigeration. You will also be responsible for employee development and associated leadership requirements (e.g. ongoing 1:1 events, performance appraisal creation and delivery, development conversations). You are responsible to monitor performance of major systems and utilize appropriate data to identify areas for continuous improvement initiatives with the ultimate goal of increasing equipment/process uptime and efficiency. You are also responsible for identification of training opportunities, developing/identifying the appropriate training content and monitoring team member capabilities to perform repairs in a safe manner in alignment with GMP requirements. You are also responsible to provide repair support, as needed, in order to meet the operation needs of the organization. Additionally, this individual will provide consideration for other shift operations including sanitation team members, facility support and project activities.

Senior Lead Maintenance Technician Duties and Responsibilities

- Monitor the quality and completeness of the maintenance support provided by the plant maintenance technicians.
- Monitor the status of installed equipment regarding hazards, problems, and the need for service, repair/replacement of mechanical components and necessary adjustments while maintaining safety practices and equipment manufacturer recommendations.
- Assist plant maintenance technician team members in repairs and down time events (as needed).
- Maintain connection to the needs of the operations team through daily meetings, frequent check-ins and real-time data monitoring. Establish team priorities accordingly.
- Identification of projects to align to the ultimate goal of increasing equipment/process uptime and efficiency.
- Development of appropriate training plans based on technical/equipment needs and technician capability.
- Ability to provide coaching/mentoring in equipment diagnosis/troubleshooting for plant systems for various process and packaging equipment (e.g. VFD. RTD controllers, PLC/computer based-based systems, etc.).

- Facilitate or assist the plant technical staff with completion of projects and equipment upgrades for various types of plant systems.
- Able to conduct routine inspections of premises and equipment (as needed).
- Coordinate and oversee contractors when professional repairs are necessary.
- Track status of service inspections, preventative maintenance and checks to identified due dates. Update frequencies and PM content based on observations.
- Ability to provide scheduling facilitation in order to maintain operational goals.
- Development and oversight of repair plans and PM's required to maintain an effective maintenance program.
- Able to communicate effectively (both written and verbal) with team members, peers, leadership, contractor representatives and vendors.

Disclaimer

The above statements are intended to describe the general nature and level of work being performed by people assigned to this classification. They are not to be construed as an exhaustive list of all responsibilities, duties, and skills required of personnel so classified. All personnel may be required to perform duties outside of their normal responsibilities from time to time, as needed.

Senior Lead Maintenance Technician Qualifications

- Proven maintenance and (preferably) leadership experience.
- Knowledge of maintenance requirements of automated dairy or food-based processing equipment.
- Experience with Microsoft communication tools (e.g. Word, Excel, Outlook, PowerPoint).
- Demonstrated skills of working with others with proven decision-making capability.
- Able to work independently and direct others.
- High school diploma or general education degree (GED).
- 2 years of work experience in a maintenance environment.
- Strong math, CMMS and computer skills.
- Experience with automation systems (e.g. conveyor systems, robots/palletizing systems, etc.).
- Ability to work with hand tools and various shop equipment (e.g. welders, drills, metal cutting, etc.).
- Good people skills and able to work through conflict to achieve desired results.
- Ability to direct/plan/schedule others with the service of machines, equipment, or devices to remove and replace defective parts.
- High regard for general safety standards. Experience with LOTO and other safety programs.
- Ability to operate and obtain a license for forklifts and scissor lifts.
- Experience with Ice Cream Manufacturing, dairy, or other food processing a plus.
- Experience with Facility Utility systems such as boilers, air compressors and ammonia refrigeration a plus.

Physical Requirements

Regularly required to stand at least 9 hours, walk, bend, and use both hands for repetitive grasping, and lifting. Able to support some daily overtime and breakdown occurrences. Average of 40 – 50 hours per week.

Benefits

- 401K
- Vacation
- Insurance (Health, Dental Vision)
- Bonus Plan
- Partial Gym Membership

Why Hudsonville?

Here at Hudsonville, we offer a first-class work environment with a real family feel. We appreciate and recognize the hard work, and dedication of our team members. We firmly believe that our employees fiscal, physical, and mental health are essential elements to our organization's overall success. It is with this philosophy in mind that we offer a competitive wage and benefits package that starts day one. Moreover, Hudsonville is committed to its team members continual growth and development.
