



<b>Job title</b>	<i>Senior Director of Engineering &amp; Maintenance</i>
<b>Reports to</b>	<i>Vice President of Operations</i>

### **Position Summary**

The Director of Engineering & Plant Maintenance-Designate leads an engineering, production, & facilities maintenance departments. She or he is responsible for people and team development, motivating the team and ensuring reliable performance. Responsibilities include cost efficiency, continuous improvement on processes, service, and safety across the entire plant. This role will also include achieving site performance for uptime, equipment reliability, overall equipment effectiveness, and building/grounds maintenance. The incumbent will also coach team members to utilize the processes and facilitate problem-solving on the floor.

### **Duties and Responsibilities**

- Develop teams and hold them accountable for achieving individual, team and plant goals
- Develop team to solve day-to-day operational & equipment issues to reach short- and long-term performance goals
- Develop a 3 year reliability strategy to enable site growth through, including but not limited to capability building, CAPEX management, CI processes, and reliability based processes.
- Deliver effective change leadership while driving business changes and minimizing people impact
- Builds people capability through effective employee relations, hiring, training, and communication for front-line hourly and salaried personnel
- Communicate and collaborate cross-functionally to assist team to solve operational issues
- Work closely with suppliers and internal customers to deliver expected results
- Initiate and implement projects timely and on budget
- Develop formal training programs
- Seek out and implement best practices
- This role will require off-shift and/or weekend work
- Desired Outcomes:
  - Increased equipment uptime / decrease equipment downtime
  - Decrease line stops
  - Reduced operating costs, including R&M
  - Manage capital spending & capital projects to be on time and on budget
- Qualifications/Requirements
  - Preference given to Bachelor’s degree or equivalent experience required. Preferably in engineering, business, operations management, or similar field
  - A minimum of 5 years of operations maintenance experience preferred
  - A minimum of 3 years of supervisory experience preferred
  - Must demonstrate strong skills in project management
  - Ability to give and receive constructive feedback
  - Ability to lead a team-based approach to decision making
  - Demonstrated leadership in safety, food safety & environmental compliance



- · Demonstrated ability to work in a results-oriented, challenging environment
- · Strong leadership skills with the ability to get results through mentoring others
- · Effective coaching, facilitation, presentation, and team-building skills
- Strong innovative external focus with proven ability to affect sustainable change
- Bullet points of day-to-day duties
- Job responsibilities (short & long term)

### **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.

### **Benefits**

- 401K with a generous match
- Vacation
- Insurance (Health, Dental, Vision, Disability, Life)
- Bonus Plan
- Unique Wellness Incentives

### **Why Hudsonville Ice Cream?**

At Hudsonville Ice Cream, 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 employee's 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 Ice Cream is committed to its team members continual growth and development.