

Location: Arps Dairy Inc. Defiance, OH

Serve as Plant Manager of Arps Dairy with ultimate responsibility for company operations, processes, productivity, and efficiencies. Work hands-on with CFO to create production goals, production strategies and any other production related decisions. Plant Manager will provide direct supervision, coach team members and maintain ultimate decision-making responsibility and accountability for the Production, Quality, and Maintenance Departments.

Responsibilities

Leadership

- Serve all team members through extraordinary leadership
- Set Operational goals and expectations for all Team Members
- Advise Team Members on the Best ways to implement Production Strategies to meet or exceed production Goals for New and Current Products
- Ensure Team Members are receiving maximized support from Arps
- Work closely with Company CFO
- Supervise All Plant Operations Team Members, including but not limited to the following activities:
 - Coordinate activities and responsibilities among Team Members
 - Coach and Mentor Team Members
 - Create operations plan to meet production goals
 - Lead Company's performance management process
 - Manage development / training needs of Team Members
 - Work with team to create/follow operating procedures

Business Planning

- Work hands-on with Operations Team in setting Production goals and strategies, ensuring the finished Products meet the needs of the Customer
- Complete quarterly Total Business Review with Company to discuss business requirements and assist the Company with profitability and ROI
- Identify, coach and assist underperforming Team Members by developing procedure training
- Conduct weekly Production meetings outlining weekly expectations
- Track, Rank and Post results (KPI's) of the team and individual accomplishments

Development and Compliance

- Select new Team Members based on clearly defined success criteria
- Focus on continuous quality improvements
- Communicate compliance guidelines to Team Members
- Communicate/ Partner with Administration and Sales Managers to ensure 100% Fulfillment
- Conduct a Year End performance review with all Team Members

Qualifications

Education and Experience:

- Bachelor's degree or equivalent Business experience required
- Management/supervisory experience required (minimum of 5 years) in a manufacturing facility
- Dairy and or food production experience preferred
- Business development or Operations Management experience preferred

Knowledge, Skills, Abilities:

- Extraordinary people leadership skills
- Able to balance empathy for Team Members, customers and subordinates with business objectives
- Applied knowledge of the psychology of Manufacturing
- Subject matter expert-level knowledge of Dairy
- Ability to creatively and proactively solve problems and communicate these solutions
- Adept at Microsoft Office

Other Requirements:

- Desire to lead by Example
- Strong core values
- Strong Team Member
- Great motivator
- Care about people

Competencies:

- Adaptability
- Relationship Building
- Tasks Effectiveness
- Planning Orientation
- Leadership Effectiveness
- Communicator

Pay & Benefits

The salary range for the Plant Manager is \$75,000 - \$90,000 per year.

Arps Dairy offers a wide range of benefits to employees. Health Insurance benefits include medical, dental and vision. The company sponsors a 401 (k) plan which includes a company match. We also offer paid vacation and sick time as well as 6 paid holidays.