



## Facilities/Maintenance Supervisor

### Who We Are

We create confidence to do what we can't. We reward creative thinking in our team and partners to ensure that our process delivers innovative solutions. We take pride in breaking paradigms and challenging the status quo!

### Our Values Are P-R-O-T-E-C-T

**Passion** - Our actions reflect our passion for our work, products, business partners and careers.

**Respect** - We treat both external and internal customers with integrity, honesty and professionalism.

**Operational Excellence** - We find opportunities to learn, grow and become more masterful at our craft. We care about the work we do; it matters to us.

**Teamwork** - We work together to achieve shared goals.

**Enjoyment** - Life is too short to not enjoy. We make every interaction with us a great experience.

**Creativity** - We ask "why not" whenever possible. We provide innovative solutions.

**Trust** - We bring the highest level of integrity to all that we do. We are open, honest and fair in our communications.

Plymouth Foam came to life in August of 1978 by Tecwyn Vance Roberts as a family run business. Today, Plymouth Foam is still a family business, that is proud to be a business of families. We eagerly and warmly welcome each new team member, and their families, as they join our efforts to follow the vision of our founder who single-handedly brought the innovations of foam to the people of Plymouth. We have three facilities (Wisconsin, Minnesota, and Ohio) and employ over 200 associates. We service a variety of industries- including construction, insulation, and packaging.

## **Who You Are**

You'll be a reliable results-oriented high-quality-of-work person who is driven to succeed in a highly team-oriented environment. You have practical experience motivating team members to perform at the highest of standards. You have vast experience in electrical and mechanical troubleshooting and repair, preventative maintenance, predictive maintenance, coaching associates, process improvement, lean manufacturing, and performance management. You love details and focus on ensuring even the smallest details are understood and followed. You will be willing and able to work with others to accomplish a variety of tasks on a daily basis within a specified timeframe. You will thrive on efficiency and the sensation of a job well-done.

If you want to grow a business, express the best parts of yourself, and have a major impact on a company's day to day operations, this is an ideal role for you. You will grow and develop new skills and have adventures you've likely never had before.

## **Why This Role Matters**

This is an opportunity to support a fast-paced manufacturing company. We innovate possibilities for our stakeholders through an immense variety of products and opportunities.. There are 3 keys to success in this role:

1. Reliability of Equipment - Manage uptime of equipment through world class maintenance program execution.
2. Cost Management - Manage the costs of the maintenance department to ensure the lowest costs and the highest reliability of equipment.
3. Performance Management - Manage the performance of the team creating a high performance team and developing personnel for future roles within the organization.

## **Who Your Customers Are And How This Role Delivers Value To Them**

Your external customers are the customers of the business who depend on you and your team to ensure reliability of our equipment to ensure on time delivery of their orders. Your internal customers will be the Plymouth Foam team of associates that you lead as well as the associates who utilize the equipment that you maintain. You'll provide value by coaching, mentoring, and providing direction to the associates you lead and maintaining the working order of the equipment for those associates needing to utilize it. They will give their best effort for you as you partner with them to create a culture of safety, mattering, and belonging driving efficiencies in all aspects of the business.

## **Responsibilities**

- Plans and coordinates the daily activities of the maintenance department
- Provides coaching and mentoring to the associates within the maintenance department as well as proper machine operation training to machine operators.
- Maintain a safe work environment for all associates
- Maintain reliability of equipment through implementation and flawless execution of a preventative and predictive maintenance program.

- Manage the spare parts inventory to ensure critical spare parts are on hand as needed.
- Manage the costs of the maintenance department through budgeting and budget management.
- Manage the performance of the associates on your team through daily coaching, monthly impact discussions, and quarterly reviews
- Drive efficiency improvements to meet the organization's KPI goals
- Facilitate the understanding of company policies
- Partner with HR create a positive work environment and culture
- Develop staffing plans for the department
- Partner with Scheduling department to plan and schedule maintenance activities
- Develop training plans for associates to facilitate career growth
- Conducts accurate and thorough data collection and performance recordkeeping
- Payroll Approval and Vacation, and attendance management
- Responsible for all safety training and compliance

## **Systems Used**

- Plex- an online ERP system designed to streamline processes and information across the entire organization
- Gmail
- Google Docs
- Yammer
- Instant Messenger
- Maintenance Manager

## **Requirements**

- Minimum of 2 year degree in supervisory/management or equivalent experience.
- Minimum of 10 years of electrical and mechanical troubleshooting experience
- Experience with PLC program and robotic troubleshooting
- Understanding of preventative maintenance programs including the use of predictive maintenance.
- Demonstrated experience in driving efficiency improvements in operations
- Demonstrated Lean Manufacturing experience and implementation
- Proven leadership skills in motivating team members to perform at their highest level
- Ability to analyze data and make timely decisions
- Personal brand of "get stuff done on time, as specified, with high quality"
- Highly accountable behavior with solid personal responsibility
- Ability to quickly understand and apply strategy
- Demonstrated ability to accomplish goals through initiative, project management and effective negotiation skills, both internally and externally
- Demonstrated ability to contribute to the success of a team, with humor and grace
- Deep commitment to personal growth—to being the best person you can be and continually improving

## **Compensation**

Compensation range is based on experience plus bonus plan. This role is full-time. Bonus structure TBD based on both your own and the company's performance.

## **Benefits**

Plymouth Foam offers a variety of associate benefits, including: Health Insurance, access to the Center for Health & Wellness, Dental Insurance, Vision Insurance, a Company Sponsored Life Insurance plan, Short Term and Long Term Disability Insurance, a 401(k) plan with a matching contribution, Vacation Time, and Holiday Pay.

## **Career Path**

This Leadership Level 5+ role can grow in many directions. One path could evolve into an engineering role or another manager role within the business. A director level role on up would follow one of the manager roles. It all depends on your skill set, what skill set you want to develop, where your passion is, and what the business needs.