Job Description

Position: Management Trainee
Department: Administration
Location: Plant
Reports To: General Manager

Job Summary
The Management Trainee will learn all aspects of the Plant Operations. This position is intended to help transition a high potential individual into a leadership role within the plant.

Essential Duties/Responsibilities
Nothing in this job description restricts management’s right to assign or reassign duties and responsibilities to this job at any time.

- Responsible for observing all Company safety rules and regulations, recognize safety as top Company priority and conduct/participate regularly scheduled safety meetings with plant staff.
- Expected to support the management team in ensuring industrial safety hazards and unsafe employee behaviors are corrected.
- Will spend time with or engaged in each Operations role to learn how the plant fits together: from raw material collection, efficient conversion through the plant, to finished goods inventory shipments. May be required to perform any hourly function for a period of time as the plant requires.
- May be required to train hourly employees to properly execute any job at the facility.
- Learn the supervisors’ paperwork and shift reporting. Fill in for supervisors during absences.
- Must gain an understanding of supporting functions including: – health and safety, logistics, financial, plant / fleet maintenance reliability, quality, food safety, capital projects, inventory, financial, environmental, indirect / direct purchasing, HR workflows, among others.
- Learn and assist with all aspects of maintenance including good preventive maintenance techniques as well as breakdowns and repair.
- Lead continuous improvement efforts in all areas of responsibility.
- Works with the General Manager as annual plant budgets are developed and reviewed against monthly expenditures.
- Observes development and maintenance of relationships with raw material suppliers, including issue resolution and learns new supplier acquisition.
- Responsible for achieving individual and department targets, goals and objectives.
- Once plant operations skills have been developed, will work in different departments to gain perspective: marketing, sales, customer services, merchandising, personnel, etc.
- Will adhere to guidelines of formal written training program and attend periodic evaluations.
- Must achieve a passing score in all areas to continue in the program.
- All other duties as assigned.

Minimum Qualifications
- Bachelors Degree in agriculture, engineering, industrial management or related field AND 1 or more years of related experience; military experience or internship preferred.

OR
• In lieu of college degree, HS diploma/GED and 4-5 years of plant/production management experience; military experience/background a plus.

Preferred Qualifications

• Experience working in the rendering industry a plus.
• Experience in continuous improvement, including 5S, Six Sigma, Lean Manufacturing concepts a definite plus.
• Work well with others in a team-based environment.
• Communicates clearly both verbally and in written form; excellent analytical skills.
• Leadership ability, able to direct personnel; makes timely, accurate judgments regarding production and process quality.
• Requires minimum supervision; makes timely, accurate judgments regarding production and process quality.
• Highly organized; superior time management skills.
• Experience working in Microsoft Office Suite as well as an ERP system (ex. Oracle, SAP).

Physical Demands
• Frequently required to walk, stand, sit, climb, balance, stoop, kneel, crawl, and crouch.
• Frequently must push, pull, move or lift up to 50 lbs.
• Regularly required reach with hands and arms.

Work Environment
Job functions will be carried out in a plant environment which requires tolerance for high heat and/or cold temperatures as well as an office environment.

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