



Job Description

Position: Management Trainee
Location: Plant

Department: Administration
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

01/15/2024



- 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.

Darling Ingredients is an equal opportunity employer and gives consideration to qualified applicants without regard to race, age, color, religion, sex, national origin, sexual orientation, gender identity, disability, or, protected veteran status. Know Your Rights: If you would like more information, please click on the link and paste into your browser:

<https://www.eeoc.gov/know-your-rights-workplace-discrimination-illegal-poster>