

POSITION DESCRIPTION

CONTINUOUS IMPROVEMENT MANAGER

OVERVIEW

Our client, one of the market leaders in their industry, seeks a dynamic, eager, highly motivated leader to assist in the implementation and support of the company's Total Productive Maintenance System (TPM) across their multi-site manufacturing facilities. This individual will perform as a generalist in the implementation and maintenance of the corporate TPM System for fifteen manufacturing facilities.

The position is located in the Pacific Northwest in the southeastern part of Washington and reports to the Manager, Corporate Continuous Improvement.

This is a very exciting time to join the team because the company was recently split from a much larger corporation and has a culture that's similar to a start-up company environment but with a financial backing of \$3 Billion.

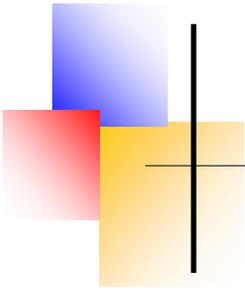
In addition,

- ⇒ They have aggressive growth plans and have a top-level corporate mandate that Continuous Improvement will be a key part of their growth.
- ⇒ Senior leadership fully understands and supports CI.
- ⇒ The company's goal is to build one of the best CI teams in the nation!
- ⇒ This is a highly visible role and you'll have the opportunity to come in and make your mark.
- ⇒ You'll also have the opportunity to help create a continually improving, high performance, world class manufacturing culture where everyone is learning and able to perform to their full potential.
- ⇒ Lastly, should you choose to move out of CI down the road once you've proven yourself, you'll have the opportunity to readily move to others areas in the company.

DUTIES

- ◆ Develop and oversee the execution of Continuous Improvement Policy, Strategy and Targets.
- ◆ Conduct system assessments, track results, and report on Pillar progress across the company's Operating Platform.
- ◆ Act as a change agent to identify and drive Continuous Improvement projects that realize cost savings for the company.
- ◆ Facilitate cross-functional team performance overseeing root-cause analysis, data collection, and problem solving utilizing key TPM/ CI concepts.
- ◆ Lead the implementation of standardized Pillar processes.
- ◆ Identify and appropriately address gaps in Pillar implementation.
- ◆ Develop and execute plans to strengthen workforce skills in order to meet business objectives.
- ◆ Develop and Coach Plant Pillar Leaders and other personnel to be proficient in the methodologies associated with their functional area.
- ◆ Lead cross-functional project teams formed to implement change and drive Continuous Improvement.
- ◆ Appropriately align with other Pillar functions to ensure a balanced and effective implementation of the company's TPM strategy.
- ◆ Identify and facilitate the implementation of process improvements and cost savings opportunities that are aligned with key business objects.
- ◆ Work with Operations management, Maintenance, Finance, supervisors, hourly employees and other divisions to develop ideas for improvement and potential solutions.
- ◆ Guide CI roll-out and lead the cultural shift to managing through Pillars.
- ◆ Participate in operational Continuous Improvement reviews.

FOR ADDITIONAL INFORMATION, PLEASE CONTACT
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CONTINUOUS IMPROVEMENT MANAGER

QUALIFICATIONS

- ◆ Solid Continuous Improvement experience in a Manufacturing environment.
- ◆ Excellent Project Management skills.
- ◆ High energy individual with strong passion for Continuous Improvement.
- ◆ Demonstrated ability to use Continuous Improvement methods to reduce costs and manage projects.
- ◆ Proven ability to identify and implement Continuous Improvement plans.
- ◆ At least five years of experience in a Continuous Improvement function.
- ◆ Bachelor's degree in a related field OR an equivalent combination of education and experience.
- ◆ Ability to impart energy and passion regarding TPM objectives inspiring a high degree of employee participation.
- ◆ A self-motivated mindset with demonstrable background in developing, leading, and implementing TPM initiatives.
- ◆ Ability to serve as a team member, facilitator, and/or leader as the team role warrants.
- ◆ Solid leadership skills to coach and lead teams to fully deliver objectives and projects.
- ◆ Ability to strategically influence change at all levels regarding TPM.
- ◆ Solid ability to manage and motivate employees in a team-based environment.
- ◆ Be a self-starter with excellent organizational skills in planning and organizing to handle multiple tasks concurrently.
- ◆ Excellent ability to provide coaching and training in TPM philosophies and objectives.
- ◆ Outstanding communication skills with strong, persuasive abilities to initiate and influence change.
- ◆ Strong attention to detail, self-motivation, innovation and ability to operate autonomously.
- ◆ Strong desire to learn TPM Philosophies and Methods and ability to convey this information to others.
- ◆ A willingness to travel up to 30% of the time.