



The Western Sugar Cooperative
(Grower Owned)

PLANT MANAGER - Scottsbluff, Nebraska

Summary

The Western Sugar Cooperative is a sugar refining/manufacturing company with over 300M in annual sales. We distribute beet sugar to both industrial and consumer customers under the GW brand and private labels to major regional grocery and retail stores. Headquartered in Denver, Colorado, Western has operations in CO, WY, NE and MT. We are currently seeking a results-oriented individual with proven leadership as well as management experience in manufacturing operations. The successful candidate(s) will manage all plant operations with overall responsibilities for production, maintenance, quality and other production-related activities.

REQUIREMENTS

- a. Food Processing experience; sugar or related sweetener processing experience preferred.
- b. Bachelor of Science degree or equivalent experience in food processing industry.
- c. Knowledge of TPM-based methodologies (Total Productive Maintenance).
- d. Proficient in managing change.

ESSENTIAL FUNCTIONS

- a. Provide leadership for plant-specific strategic vision, mission, & values to ensure continuous improvement and alignment with the Cooperatives vision, mission, values and objectives.
- b. Create / maintain / enhance organization design to achieve vision & supporting objectives
- c. Utilize zero loss mindset to understand opportunities & prioritize resources accordingly.
- d. Establish goals & objectives and just as important, decide what is not going to be worked on.
- e. Build & maintain a multi year plan to achieve the vision.
- f. Utilize a structured review process to drive accountability & action.
- g. Drive employee engagement, training and development to maximize safety, quality, and productivity.
- h. Provide direct oversight for the operations management team including process, maintenance, quality and safety.
- i. Provide leadership for assessing and enhancing plant capabilities by implementing the zero breakdown methodology.
- j. Develop and manage facility budget including capital expenditures and cost management.
- k. Assure regulatory compliance including but not limited to OSHA, EPA, USDA, FDA, FLSA, EEO, and NLRB.
- l. Ensure all quality standards, specifications and policies are met or exceeded.
- m. Support a culture of inclusion based on open / honest dialogue and involves everyone, everyday learning & improving something.
- n. Provide leadership for diversity and positive community involvement / relations.

QUALIFICATIONS

- a. Proven leadership ability
- b. Knowledge and application of TPM-based methodologies (Total Productive Maintenance)
- c. Proven ability to manage a business
- d. Knowledge & application of eliminating waste & non value added activities
- e. Proficient in the use of the Microsoft Office platform (excel, power point, outlook, word) & SAP
- f. Proven fiscal responsibility (financial planning, budgeting, financial analysis, variance reporting, etc)
- g. Proficient knowledge of regulatory disciplines (EPA, OSHA, USDA, HACCP / SSOP's)
- h. Proven experience in employment law issues including union leadership
- i. Ability to manage multiple projects simultaneously and prioritize one's own time consistent with the needs of the business.
- j. Perform formal, true root cause analysis to identify and resolve downtime and/or inefficient operational issues.
- k. Bachelor's degree or equivalent experience in support of the aforementioned

DESIRED EXPERIENCE

- a. Knowledge of Six Sigma and Lean Manufacturing techniques.
- b. Project Management experience
- c. Understanding of basic supply chain functions