



The Western Sugar Cooperative
(Grower Owned)

PACKAGING & WAREHOUSE MANAGER **Scottsbluff, NE**

POSITION SUMMARY

Direct and coordinate all phases of packaging & warehouse operations including receiving, shipping, material handling, storage, asset management, and production of packaged products that meet established quality standards & customer expectations. Accountable for maximizing packaging effectiveness through total productive maintenance & warehouse operations through lean principles so as to achieve zero accidents, zero quality defects, & zero unplanned controllable downtime. Responsible for sustainable results through continuous skills development of our people.

1. Leadership Characteristics

- Communicates a compelling vision through words and actions. Adopts appropriate styles and methods in guiding groups toward task accomplishment. Interacts effectively to foster teamwork, encouraging and empowering others. Harnesses resultant energy, enthusiasm and excitement of others in achieving organizational goals.
- Enthusiastic drive to deliver better business performance. Sets high goals and standards of performance for self and others. Is dissatisfied with average performance.
- Confidently self-directed. Recognizes and pursues opportunities not identified by others. Produces more than is expected or required.
- Makes a strong, positive impression, demonstrating authority and credibility. Establishes rapport quickly, communicating with ease, skill and conviction.
- Effectively works across different departmental functions and levels of the organization. Reduces or eliminates impediments to inter-departmental decision making.

2. Position Responsibilities

- Provide leadership for packaging & warehouse personnel to achieve the plant-specific strategic vision, mission, & values to ensure continuous improvement and alignment with the Cooperatives vision, mission, values and objectives.
- Create / maintain / enhance departmental organization design to achieve vision & supporting objectives
- Utilize zero loss mindset to understand opportunities & prioritize resources accordingly.
- Establish goals & objectives and just as important, decide what is not going to be worked on.
- Build & maintain a multi year plan to achieve the plant vision, relating to packaging & warehousing.
- Utilize a structured review process to drive accountability & action
- Drive employee engagement, training and development to maximize safety, quality, and productivity and ensure all quality standards, specifications and policies are met or exceeded.
- Provide direct oversight for the packaging & warehouse teams including production, maintenance, quality, safety and inventory management.
- Provide leadership for assessing and enhancing packaging capabilities by implementing the zero breakdown methodology.
- Develop and manage packaging & warehouse budgets including capital expenditures and cost management.
- Assure regulatory compliance including but not limited to OSHA, EPA, USDA, FDA, FLSA, EEO, OFCCP and NLRB.
- Develop a culture of inclusion based on open / honest dialogue and involve everyone, everyday learning & improving something.
- Provide leadership for diversity and positive community involvement / relations.

3. Required skills / experience / education
 - Proven leadership ability
 - Knowledge and application of TPM-based methodologies (Total Productive Maintenance)
 - Proven ability to manage maintenance, production, quality & order fulfillment functions / departments
 - Knowledge & application of eliminating waste & non value added activities
 - Proficient in the use of the Microsoft Office platform (excel, power point, outlook, word), SAP, MRP applications, and inventory control processes.
 - Proven fiscal responsibility (financial planning, budgeting, financial analysis, variance reporting, etc)
 - Proficient knowledge of regulatory disciplines (EPA, OSHA, USDA, HACCP / SSOP's)
 - Proven experience in employment law issues including union leadership
 - Ability to manage multiple projects simultaneously and prioritize one's own time consistent with the needs of the business.
 - Perform formal, true root cause analysis to identify and resolve downtime and/or inefficient operational issues.
 - Understanding of supply chain planning functions
 - Bachelor's degree or equivalent experience in support of the aforementioned
 - Must have 3-5 years experience in warehousing, logistics, and / or operations

4. Desired skills / experience
 - Manufacturing experience, preferably in a high speed food packaging manufacturing environment.
 - Knowledge of Six Sigma and Lean Manufacturing techniques.
 - Project Management experience

Please send cover letter, resume, and salary history to hr@westernsugar.com

Western Sugar is an EEO employer.