



Plant Manager

Impact Confections is a high-growth confectionary company producing the fastest growing Sour Brand in the U.S. The company offers a balanced mix of everyday and seasonal candies through its two leading complementary brands, WARHEADS[®] and Melster[®] Candies. The company is poised for substantial near-term growth as it continues to build momentum with leading U.S. and international retailers across key distribution channels.

Impact Confections is seeking an experienced **Plant Manager** reporting to the Director of Operations for its Janesville, Wisconsin facility. This position will work Monday-Friday with occasional weekend support as required.

SUMMARY

The Plant Manager is responsible for production and maintenance activities. The successful candidate will be accountable for all aspects of plant performance utilizing continuous improvement strategies, and will ensure that objectives are attained in a cost-effective manner that's consistent with quality requirements. The Plant Manager will delegate authority to production and maintenance management.

ESSENTIAL DUTIES AND RESPONSIBILITIES

- Directs, drives and manages plant operations for production with a focus on operating efficiency (OEE) and SQF (Safe Quality Food) production.
- Leads lean manufacturing processes that align with the business plan.
- Coaches, directs and mentors staff to ensure manufacturing objectives are accomplished in a timely and cost-effective manner, reducing waste and producing the highest level of quality of product.
- Maintains an engaged and team-oriented workforce to meet business demands.
- Communicate potential and actual Food Safety Issues to key personnel to initiate the corrective action process.
- Works closely with supply chain team in short and long-term production scheduling.
- Oversees maintenance department to ensure effective plant facilities and equipment; replace, or adjust plant facilities and equipment when necessary.
- Works in conjunction with the Plant Engineer on allocation of maintenance resources and activities tied to strategic equipment installations and initiatives.
- Development, ownership, and execution of department budgets.
- Creates the manufacturing structure that will control and minimize labor and overtime expenses in operations and maintenance.
- Drives cost effective systems of control over operating expenditures, manpower, wages and salaries through expanded use of the OEE tool (Redzone) and partnering with Finance.
- Collaborate, partner, and demonstrate leadership as a core member of safety team.
- Ensures that all manufacturing operations are carried out in compliance with local, state, and federal regulations and laws governing business operations.

SUPERVISORY RESPONSIBILITIES

Is responsible for the overall direction, coordination, and evaluation of staff members. Carries out supervisory responsibilities in accordance with the organization's policies and applicable laws. Responsibilities include interviewing, hiring, and training employees; planning, assigning, and directing work; appraising performance; rewarding and disciplining employees; addressing complaints and resolving problems.

QUALIFICATIONS /REQUIREMENTS

- Bachelor's degree in an applicable field of study (Industrial Engineering preferred).
- 10+ years with successful progression in a supervisor/manager capacity in a manufacturing environment.
- Demonstrated success as a change agent and developing and implementing continuous improvements and initiatives.
- Demonstrated success in assessing, developing, and retaining top talent.
- Proven ability to drive process improvements, adhere to budgets, and maintain regulatory compliance.
- Proven ability to lead with the following key competencies: managing change, critical thinking, continuous cost focus, technical expertise, influence, and delivery of sustainable results.
- Past successful experience as a Maintenance and/or Operations Manager preferred.

Impact Confections provides a competitive salary and benefits package including 401(k) with company match, medical, dental and life insurance, flexible spending accounts and long-term disability insurance. If you can perform the key responsibilities and meet the qualifications above, are self-motivated, have a desire to make an impact on the business, and enjoy working in a collaborative, fast-paced, fun environment, please apply online with your resume and salary history/requirements.

Impact Confections is an Equal Opportunity Employer and a Drug Free Workplace.