C.H. Guenther & Son, Inc. is a dynamic, growing, family privately owned corporation that has delivered high quality grain-based products, traditional flavors and our just “baked from scratch” taste for more than 160 years. We continue to be a leading supplier of gravies and sauces, baking mixes and other value-added grain based food products to Food Service and select consumer markets in North America and Europe.

Job Title: Operations Manager

Summary: The Operations Manager is responsible for managing and providing strategic guidance to maintenance manager and manufacturing manager. This position is accountable for developing and adhering to the annual production budget, participating in new product development and planning, attending and participating in various organizational meetings. The Operations Manager is also responsible for supervision of all direct and indirect reports in a way that is beneficial to all associates and helps to establish and maintain a positive relationship with them.

Duties and Responsibilities:
- Monitoring daily operation schedules for all departments for accuracy and ensuring daily operational goals are realized
- Ensure maintenance PM schedule meets equipment guidelines and coincides with operations schedules
- Track key performance indicators of operations including quality, service, safety and cost. Share operation’s goals and guidelines for achieving the goals with facility leadership
- Lead operations and maintenance managers to develop a culture of continuous improvement
- Perform a daily walk through all areas of the operations facility, while having visibility on all shifts
- Provide strategic guidance to the organization through participation in meetings
- Ensure the operations management team communicates with associates with a focus on providing personal development and work related performance feedback
- Partner with plant management and human resources team to ensure a culture of employee engagement
- Partner with the plant HR manager to ensure staffing requirements are met.
- Partner with plant safety manager to ensure safety requirements are met.
- Partner with plant quality manager to ensure quality requirements are met.
- Participate in new product development and planning by researching the cost and ability to produce the product
• Communicate new product production plans to supervisors and participate in implementation of the new product’s implementation
• Support Operations Director to develop operations annual budget by analyzing spending and allocation of resources
• Adhere to the approved operations annual budget and provide budget updates and adjustments as requested by the Operations Director or SVP of Operations.
• Support Lean and Six Sigma initiatives

Minimum Job Requirements:

Education/Certifications:
• Bachelor’s degree required; preference for degrees in Industrial Engineering, Mechanical Engineering or Food Science

Experience:
• Must have a minimum of ten years’ experience in a production facility; preferably in a food facility
• Prefer experience in a baking facilities

Knowledge, Skills and Abilities:
• Excellent communication and coaching skills
• Detail oriented and organized
• Must be open to receiving performance feedback and be able to react to the feedback in a positive manner
• Proficient computer skills in spreadsheets; data bases and word processing
• SAP experience preferred
• Excellent technical knowledge of equipment, products and processes
• Self motivated, results orientated and excellent personal skills
• Strong background in HAACP; safety; GMP; and AIB
• Must have a hands-on work ethic
• Bilingual preferred

Supervisory Responsibilities:
• Supervisory responsibilities include monitoring the performance of operations and maintenance management teams as well as the overall performance operations of all operations associates. These responsibilities include making final decisions on staffing needs; disciplinary actions; development and evaluation of work objectives and their effectiveness; and realigning operations work and associate’s assignments as necessary.

Working Conditions and Physical Effort:
• Work involves daily exposure to unusual elements, such as dirt, dust, fumes, extreme temperatures, humidity, darkness, and/or noise
• Work environment involves daily exposure to physical risks, such as working around mechanical, chemical, and electrical hazards
• Position requires the ability to stand; sit at a desk; walking around office and plant; lifting and carrying packages up to 50 pounds; utilizing fine dexterity; and reaching, kneeling, crawling and twisting to inspect equipment. Also requires the ability to see; hear; and communicate by utilizing professional etiquette with all levels of associates and with external vendors
• Personal protective equipment, as defined by C.H. Guenther and Son, will be provided

Expectations:
• Must be willing to relocate to support business needs.
• Will demonstrate, promote and exemplify the Company’s Core Values in People, Quality and Growth

We will demonstrate high integrity, a commitment to excellence, and a positive attitude in all that we do. We are results driven, lead by example, communicate openly and honestly, value diversity and foster long-term relationships. We offer extremely competitive compensation and benefit programs that include medical, dental and vision benefits, 401K savings plan, and more. For additional information about our company, go to www.chg.com.

To apply for this position, send your resume to: corpjobs@chg.com

AA/EEO/Drug-Free Employer