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McNamee-Lamb & Associates is an Executive Search and Human Resource consulting organization with direct executive level experience in the Manufacturing and Distribution, Banking, Financial Services and Insurance, Consumer Products and not-for-profit sectors. We strive to provide outstanding, high quality service to our clients and candidates who we represent in the sourcing, screening and final selection process. We know the importance of getting the "right fit" for both clients and candidates to be engaged in a successful and prosperous relationship. www.mcnameelamb.com

The Position: Plant Manager

The Position Location: Mississauga

The Organization:

Our client is a Canadian, privately owned leading manufacturing company providing industries with innovative, custom-designed industrial products. They have almost ninety years of experience and four North American manufacturing locations that manufacture chemical specialties, lubricants and acoustic materials. The organization serves a wide range of markets including construction and off-highway equipment, commercial vehicles, plastics, steel, rubber, metal-working and wire. The company is ISO/TS16949 certified and abides by the Responsible Care® code of ethics. Sales are between \$50 and \$100M. They are currently seeking an experienced Plant Manager to join the organization as a member of the Leadership Team to provide leadership and direction for 2 small plants (28 fte's combined) in Mississauga and Chicago, IL. locations. One of the short term priorities will be the relocation of Plant and Lab equipment from the Montreal site to Mississauga. The successful individual will ensure the plants are appropriately resourced to achieve continued success in a competitive and currently challenging economic environment.

The Role:

Reporting the President and CEO, the PLANT MANAGER is accountable for the leadership of the manufacturing operations (Production, Purchasing, Health & Safety) of the Mississauga and Chicago, IL plants. The individual will understand “best practice” principles and the importance of working within and adhering to strict regulatory and Company policy and procedures. The PLANT MANAGER will be engaged in developing and executing manufacturing strategy along with the rest of the leadership team.

There are many operational success factors to the role but the long term success can only be achieved if the PLANT MANAGER is a true team player who can operate effectively at a strategic level and in a day-to-day operating capacity with their team. This position is a very active, engaged plant management role with only 28 employees for approximately \$26M in sales between these 2 plants. This means you have to be analytical, detailed and fastidious about accuracy but not to the extent where you get lost in it and have difficulty making decisions. You have the ability to multi-task, juggling a number of things at once. The successful individual will demonstrate the following key attributes:

- Comfort functioning within the realm of a senior manufacturing role in a small, complex manufacturing organization
- Ability to establish and build trust with people in an authentic and genuine fashion
- Results oriented characteristics with a track record of success
- Comfort dealing and interacting in a variety of industry and association environments
- Comfortable in ambiguity with the ability to create structure and make decisions based upon sound principles and values
- Continuous learning mindset, curious and inquisitive along with a passion for continuous improvement with a goal to re-invent the organization
- Emotionally intelligent enabling their team to engage in the organization’s vision and strategy
- Leadership success philosophy through coaching and developing talent while leveraging the team’s strengths
- Collaborative and team minded with the ability to work “hands-on” and independently

Key Duties and Responsibilities:

- Ensure controls, procedures and processes are in place and followed consistently in batch process oriented facilities

- Implement Manufacturing enhancements that maintain the company's very high standards and ethics
- Collaborate with leadership team to ensure planned initiatives are coordinated in every area of the company
- Develop business cases for new equipment, systems/processes and products
- Lead the design and implementation of processes to gather critical metrics on manufacturing, costing and manufacturing operations activities
- Plans and oversees maintenance and alteration of equipment, machinery and building structures. Reviews and implements procedures and preventive maintenance job plans to insure effective use of manpower, maximize equipment uptime & life and reduce operational and facility expenses
- Propose strategic capital investments and develops annual plant capital and maintenance budgets
- Implements and manages capital and improvement projects to resolve complex production engineering problems. Conducts feasibility studies, determines manpower and cost estimates and develops engineering criteria
- Maintains clear communication and collaborates with all relevant internal staff (Plant, R&D, Finance & Admin) and external relationships (i.e. suppliers, local authorities)
- Ensure that equipment & facilities function as planned to avoid downtime and ensure products are available per Customer demand that meet or exceed quality, safety, cost, productivity & cost objectives

Qualifications and Experience:

The successful incumbent ***MUST* have a Bachelors Degree in Engineering (Mechanical Engineering preferred)** and 3-5 years experience as a Plant Manager within the industrial products sector (batch process manufacturing). There are Professional Chemical Engineers/Chemists on staff to support the science in the manufacturing process. As a Plant Manager, you may have reported into a VP or Director Operations/Manufacturing or to a General Manager level role. Or, you may be an Assistant Plant Manager with high potential and desire to be in a Plant Manager/Manufacturing Manager role. You have a history of continuous learning and education in various areas of business along with the necessary technology skills to analyze, organize and present information for Leader decision making. You have closely aligned personal and business values and are active within the community. Responsible Care® code requires commitment to the community in which the business is conducted.

Compensation:

A competitive base salary, profit sharing and car allowance is provided to the successful incumbent.

Candidates who meet the outlined criteria should apply on **monster** submitting their **resume and covering letter** including salary expectations to:

Bill McNamee-Lamb
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