



JOB DESCRIPTION

Mill Plant Manager

Position Summary:

As Mill Plant Manager, you are responsible for ensuring a strong team camaraderie and the safety, quality, and productivity of all operations, equipment, and production of our high-quality feed grade soybean meal in our Safe Feed/Safe Food Certified facility. As a hands-on, team-focused, quality and safety-minded leader with a strong mechanical aptitude, you will lead and work alongside our team of Mill Technicians to oversee the monitoring, operating, and troubleshooting of our milling process, testing product quality, and ensuring safe and accurate loading and unloading of soybeans and finished product. The ideal candidate will have strong background in plant management, a profound understanding and experience with mechanical systems, and a proven track record of improving operational efficiencies.

Location: Reese, MI

Reports To: Director of Grain Merchandising

We Offer:

- Competitive salary and benefits program
- Health Insurance
- Dental and Vision Insurance
- Life Insurance (100% company-paid)
- Voluntary Life Insurance
- 401(k) plan with up to 5% company match
- Short Term Disability
- Voluntary Pet Insurance
- Paid Time Off
- Holiday Pay
- Ongoing Training and Development
- Much More!

Essential Job Functions:

- Plan, organize, direct, and coordinate daily operations of the mill including parts inventory, bean inventory and product quality
- Oversee Mill Team activity and performance including scheduling Mill Technician work shifts, approving timesheets and time off requests, and addressing any performance concerns
- Lead, coach, train, and mentor a strong team of Mill Technicians, promoting a culture of care, safety, teamwork, and performance excellence
- Collaborate with cross-functional teams to implement new projects and improvements within the plant
- Ensure that Good Manufacturing Practices are being followed based on our Safe Feed Safe Food (SFSF) Program
- Implement and maintain high standards of plant cleanliness and organization
- Advise the Director of Grain Merchandising of any staffing requirements, operational issues or shortcomings that could affect the operations
- Provide leadership that promotes customer service, teamwork, personal accountability, cooperation, and employee development

Required Minimum Qualifications:

- Minimum of 5+ years' experience in plant management within a manufacturing environment, preferably in food processing or a related industry
- Associate or Bachelor's Degree in Mechanical Engineering, Industrial Engineering or a related field, strongly preferred
- In-depth knowledge of mechanical systems and a strong ability to troubleshoot and resolve mechanical issues
- Proven leadership skills with the ability to train, coach, motivate and manage performance of team members
- Excellent problem-solving skills and the ability to make decisions quickly and effectively
- Excellent verbal and written communication skills
- Must have good computer skills

Physical Requirements:

- Ability to frequently bend, squat, climb, sit, stand, walk, handle objects, reach above shoulder level, use fine finger movements and push/pull
- Ability to occasionally kneel
- Ability to frequently carry/lift light to heavy loads of up to 50 lbs.