

**Position:** Plant Technical Manager  
**Department:** Operations  
**Position Reports to:** General Manager/Managing Director  
**FLSA Status:** Salary, Exempt  
**Location:** Site

### Position Summary

To provide direct technical leadership to the Chemists to attain a high level of quality, customer service, and productivity in a safe, efficient, and environmentally sound manner. To maintain documentation of all developments, tech service, and other work relevant to compounds, formulations, and raw materials. To ensure the effective development and implementation of new process technologies and capabilities utilizing Six Sigma methodologies.

### Essential Duties/Responsibilities

- Oversee and develop commercial compound recipes to support sales activities.
- Coordinate new recipe developments from R and D lab through production, trial production, monitoring customer needs in a timely manner.
- Recommend beneficial changes to customer formulations to add value to customer supplier relationship.
- Manage and distribute projects for development, cost savings, or raw material savings to technical staff.
- Provide technical assistance with customer processing problems by phone or site visit, as necessary.
- Coordinate new projects for launch with management, sales, and internal technical support groups. Follow trials, in plant and at customer location to successfully launch new business.
- Establish and maintain key cost initiatives and VAVE programs.
- Travel to other HEXPOL locations or to customers may be required.
- Perform any other project/task as assigned by Management.

### Education, Skills, and Experience Requirements

- Bachelor's Degree in Chemistry, Polymer Science or Chemical Engineering required. Experience may be considered in lieu of education.
- Seven (7) years of leadership/supervisory experience in a technical capacity, preferably in a rubber manufacturing industry.
- Working knowledge of Six Sigma, LEAN manufacturing, and ISO 9001/14001.
- Thorough knowledge of mixing equipment and testing equipment and processes.
- Proficient written, verbal, and interpersonal communication skills.
- Proficient computer/systems skills – MS Office (Excel/Word/PowerPoint/Outlook).
- Solid organizational and prioritization skills with the ability to handle multiple tasks, meet tight deadlines, and manage a broad range of responsibilities.
- High degree of concentration, attention to detail, high energy, self-motivated and self-reliant.
- Ability to manage, coach and develop Associates.
- Ability to interact well with all personality types in a leadership role.
- Strong cooperation, collaboration, and team-building skills.
- Effective analytical and problem-solving skills with an emphasis on continuous improvement.
- Ability to handle personal and confidential information.

**Physical Requirements – the physical requirements of the Plant Technical Manager position required in an 8-hour workday.**

**Activity:**

	FREQUENCY			
	Not at all	Occasionally 0-33%	Frequently 34-66%	Continuously 67-100%
Sitting				X
Standing			X	
Walking			X	
Squatting		X		
Bending		X		
Kneeling		X		
Reaching		X		
Crawling	X			
Ladder Climbing	X			
Stair Climbing		X		

**PHYSICAL DEMANDS**

Physical demands for this position include the ability to sit, stand, and walk throughout the workday depending on the tasks at hand. This position requires sitting and viewing a computer screen for periods of time. Occasional lifting of up to 10 lbs. may be required.

The physical demands described here are representative of those that must be met by an Associate to successfully perform the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

**WORK ENVIRONMENT**

This position is primarily seated in an office environment with potential for occasional visits to the production area as needed. This position has potential exposure to light dust, fumes, and noise from the production area.

The work environment characteristics described here are representative of those an Associate encounter while performing the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

Please note this job description is not designed to contain a comprehensive listing of all activities, duties, or responsibilities that are required of the Associate for this job. The employer has the right to modify essential job functions, physical demands of the job and job qualifications at any time.

This job description has been approved by Management.