

Converting Manager

Kaweah Container, Inc – Visalia, CA

Kaweah Container, located in the heart of the beautiful San Joaquin Valley of California, has grown from a small family owned business to one of the premier West Coast's independent corrugated packaging companies. We pride ourselves in providing our customers with quality, state-of-the-art products, quick turnaround times, reliability, and a host of customized warehousing programs to help their businesses run efficiently.

We are looking for :

A **Converting Manager** to lead our 180,000 sq ft satellite production facility. Position will include responsibility for a multiple shift manufacturing facility while fostering a safe working environment and ensuring quality product is shipped to our customers. The key individual must have an excellent business acumen and strong analytical skills, is data driven using metrics to report on key performance indicators. Have extensive experience in the successful leadership of numerous process & system implementations. Recognized as an effective leader that is able to facilitate and drive change in a fast paced and growth environment with a consistent track record of delivering results. An ability to work within the organization at all levels, utilizing a very hands on approach and creating value and buy-in as the lead change facilitator for the facility.

Primary Duties and Responsibilities:

- Coordinate machinery, people, and material process flow to ensure on-time quality delivery to all customers
- Design and maintain standard work instruction for all manufacturing processes
- Provide effective communication to the team with regards to the plant and company's performance through daily communication meetings, plant updates and monthly business reviews
- Communicate and enforce all required safety procedures, rules and work practices.
- Employ continuous improvement and lean manufacturing concepts to achieve better work flow and eliminate waste
- Monitor and control labor hours and cost for manufacturing and maintenance according to the budget
- Manage and maintain accurate process inventory and parts
- Train and develop team members in manufacturing practices and company policies.
- Assist in selection and hiring of all new employees
- Manage human resource performance, including performance expectations and evaluations, disciplinary actions and employee relations
- Promote an open door and team environment
- Oversee the maintenance and repair function for facility, machines and equipment, plant layout, and power distribution
- Review performance data to measure productivity and goal achievement and to determine areas needing cost reduction and program improvement
- Ensures compliance with federal, state and local regulations including OSHA compliance.

Education/Experience

- 5+ years of progressive manufacturing management experience in the corrugated packaging industry
- Excellent technical and mechanical aptitude
- Bachelor or Associates degree preferred

- Experience with advanced manufacturing techniques
- Hands on management style, with demonstrated capability to communicate to all levels of the organization
- Ability to lead teams, manage interpersonal relationships and maximize human performance
- Strong computer skills including proficiency with Microsoft Suite, Project Management and Enterprise System (MRP & ERP)

Compensation and Benefits

Kaweah Container offers a competitive salary along with a quarterly bonus incentive in addition to an excellent benefit package including medical, dental, vision, 401k, life insurance, paid holidays, and vacation.

Visit our website at www.kcboxes.com to learn more about our company.