

Director of Plant Operations

CURiO™, a collective group of industry leading bath, body and home fragrance brands, filling everyday life with beautifully fragrant moments. CURiO™, is the home of Aspen Bay Candles®, Capri Blue®, and Thymes®.

CURiO™ is a non-union multi-site company seeking a full-time Director of Plant Operations.

Job Summary: The purpose of the Director of Plant Operations is to ensure the effective and efficient operations of Mississippi plant operations. Plant operations include manufacturing, distribution, inventory, and warehousing activities.

The Director of Plant Operations is a critical member of the leadership team. The position reports to the VP of Operations and Administration and has four direct reports, Operations Manager, Manufacturing Manager and two Shipping Managers.

Responsibilities:

- Responsible for the successful operation manufacturing and distribution systems to meet or exceed customer demand and delivery dates.
- Responsible for the implementation of plans and processes which minimize manufacturing costs through effective utilization of manpower, equipment, facilities, materials, and capital.
- Provides leadership and support to the management of receiving and warehousing operations, monitoring systems to ensure effective inbound of materials, inspections, and transportation of materials to/from warehouse.
- Provides leadership and support to the management of the outbound shipping operations for both ground and freight shipping, monitoring systems for transportation of finished goods to the applicable location. Ultimately responsible for the accurate and on-time delivery of all product to all customers.
- Responsible to meet cost of goods goals in the annual plan. Responsible for constant evaluation of the production, receiving and shipping processes to facilitate improvement and create additional efficiency where possible.
- Responsible for ensuring that department leadership is aware of and maintains compliance with all quality standards as issued by the Quality Department.
- Ensures a regularly scheduled maintenance program is in place and adhered to for equipment and fleet. Manages the contingency plan for equipment/fleet failures and continuously plans for future needs in equipment/fleet.
- Participates in facility planning and provides support to the management of the implementation of facility improvements.
- Responsible for compliance with the Company's Safety Plan as it applies to operations and operational personnel; continual monitoring safety environment. Investigates all safety violations and accidents; ensure tools are provided for all employees to maintain personal and factory safety always; manage all insurance and OSHA interaction regarding safety compliance and inspections.

- Develop performance indicators for assigned staff and functional areas; conduct annual performance reviews; continual identification of staffing and training needs.
- Works closely with other directors and Company leadership to implement the company's policies and goals. Must work cooperatively with finance, procurement, marketing, and sales personnel across all company locations to coordinate plant activities as they relate to operations.
- Support and create a positive environment while implementing the company's policies and goals; motivate and show strong leadership among all staff; identify potential team leaders and develop work teams and leadership principles for all areas; ensure coaching and development of personnel to meet business's objectives and develop future leaders.
- Participates in new product development, package design, formulations, testing, and costing; participates in all product costing/modeling as needed.
- Maintain individual skills keeping up to date with latest production, logistics and distribution management concepts. Maintain knowledge of emerging trends and best practices in these areas.
- Position requires extended work hours as necessary to meet production deadlines. May also require shift and/or weekend work and call-in work for emergencies.
- Performs other duties as assigned.

Minimum Requirements

A Bachelor's Degree in Business Administration or an appropriate technical field of study supplemented by four years in a manufacturing environment, two of which must include management of personnel and/or systems. Years of experience may substitute for education. High energy level required. Must have a valid driver's license and pass the pre-employment driver history background check.

Key Competencies

- Critical thinking and problem solving skills
- Independent thinker
- Planning and organizing skills
- Time management skills
- Attention to detail
- Strong decision-making ability
- Oral and written communication skills
- Practice strong leadership
- Ability to build and maintain a team
- Conflict management
- Adaptability and ability to manage multiple tasks simultaneously
- Tolerance for stress
- Knowledge of business, finance and management principles
- Knowledge of human resource principles and practices
- Knowledge of machines and tools
- Knowledge of engineering and technology principles and practices

Travel Required: Up to 20%

Working Environment/Physical Demands

- Ability to lift 25 pounds regularly, 10 lbs. repetitively and 50 lbs. occasionally.
- Ability to safely drive forklift & warehouse equipment.
- Stamina/endurance to perform physical functions of job throughout the day.
- Ability to stand for hours at a time, bending, twisting, turning on a constant basis

- Using hands and arms in handling, installing, forming, positioning, and moving materials, or in manipulating things.
- While performing the duties of this job, the employee is regularly exposed to work near moving mechanical parts and areas where equipment/product reaches high temperatures.
- The employee is regularly exposed to dusty conditions.
- The employee is regularly exposed to varying temperature levels.
- The employee is regularly exposed to high noise environments.