



## **JOB DESCRIPTION**

**POSITION TITLE:** CHEMICAL PRODUCTION SUPERVISOR  
**REPORTS TO:** PRODUCTION MANAGER OR PLANT MANAGER  
**LOCATION:** 921 CENTRAL AVE. W, SPRINGFIELD TN 37172  
**STATUS:** NON-EXEMPT – FULL TIME

### **Company**

Stony Creek Colors, a chemical manufacturer based in Springfield, TN, manufactures bio-based textile dyes that improve Farmers' profitability and sustainability, while fostering and enhancing our customers' businesses – fashion brands and textile mills – with natural and healthier product offerings. Stony Creek Colors develops and manages agricultural supply chains based on new, specialty crops like indigo to replace imported, petroleum-based synthetic textile dyes with natural, sustainable, renewable and farmer-grown colorants.

### **Position Summary/Job Scope**

Supervise and manage a bio-based materials' chemical conversion manufacturing process into colorants and dyes in a safe and efficient manner in accordance with company's manufacturing standards, procedures and policies. The individual must be flexible to work extended hours during the primary harvest season. A qualified and cost-conscious professional. The successful candidate will take the initiative to increase our production stats while reducing our total cost outlay. A creative thinker who doesn't mind sharing his or her ideas and implementing new strategies to benefit the business. A hard worker with excellent managerial and superior time management skills.

### **Essential Job Functions/Responsibilities:**

- Responsible for the total business performance of a shift with multiple production lines, deploying and aligning resources as necessary
- Participate in the annual goal setting process and in the development of resulting strategies and tactics
- Lead and keep the teams focused on continuous improvement. Interact and lead in a manner that consistently provides highly effective team leaders for every line and shift
- Develop the shift team's ability to solve their own day-to-day operational issues. Coach the teams to complete effective root cause problem solving. Engage and mentor employees as needed to eliminate recurring problems
- Assist teams in the achievement of existing goals in cost, quality, safety, service and people  
Responsible for eliminating barriers in the teams achieving their goals.
- Learn all manufacturing processes and functions
- Create and oversee an employee training schedule that emphasizes productivity, resource and asset optimization
- Conduct and/or monitor "on-the-job training" for all new operators
- Evaluate each station of the manufacturing process to ensure maximum productivity and efficiency
- Enforce safety policies and procedures (both in-house and regulatory) to decrease the potential for employee injuries on the job
- Assume responsibility for manufacturing and shipping processes in the plant
- Inspect products during manufacturing and prior to shipment to ensure compliance with products' specifications, accurate labeling and record keeping
- Responsible for all manufacturing in-process quality control
- Maintain open lines of communication between employees and management

- Ensure all resources and assets are used efficiently and correctly
- Follow established manufacturing and operating procedures
- Review and sign-off on all manufacturing documents to ensure completeness and accuracy
- Report to immediate supervisor any issues or concerns related to safety, manufacturing, equipment and/or maintenance in a timely manner
- Monitor equipment and assigned processes for performance and consistency
- Assist in performing standard material handling functions
- Provide necessary input to promote safety, teamwork and process improvements
- Hold and lead frequent/regular production meetings
- Ensure appropriate levels of staffing for effective plant operations
- Identify and recommend changes to existing lines or processes, which result in increased performance
- Assist in the start-up of new products
- During the off-season, perform winter production runs, assist with factory and process expansion projects/tasks, perform equipment seasonal maintenance and other tasks as directed by your Supervisor and Management

**Essential Attributes:**

- Good listening and communication skills
- Demonstrated people, leadership and organizational skills
- Willingness to assume accountability
- Ability to create and follow schedules
- Aptitude for learning various manufacturing tasks
- Professional and positive attitude
- Ability to work under pressure and time constraints
- Teamwork, conflict resolution, problem-solving and performance management skills
- Ability to stand for extended periods of time and lift 50 pounds

**Education and Experience:**

- Minimum a technical degree. A Bachelor’s Degree in agriculture, engineering, food science and/or business would be preferred
- 4 - 5 years of chemical and/or manufacturing plant operations experience including process tanks, pumps, valves, mixers, etc.
- Previous experience in a supervisory capacity
- Experience working with agriculture related processes and equipment

**Date Prepared:** 03/18/2019

This job description reflects management’s assignment of essential functions. It does not restrict the tasks that may be assigned from time to time, nor is it considered a contract of employment overriding “at-will” employment.

**To apply:** email [Jobs@stonycreekcolors.com](mailto:Jobs@stonycreekcolors.com) (preferred) or call (615) 433-6510

**Approved By:** \_\_\_\_\_  
(Job Title)

**Approved By:** \_\_\_\_\_  
Human Resources

**Signature:** \_\_\_\_\_

**Signature:** \_\_\_\_\_