

Mexico Jobs Expertini®

Plant Manager (León, Mexico)

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Company: JM Huber Corporation

Location: Mexico

Category: arts-design-entertainment-sports-and-media

Portfolio Business Huber Engineered Materials

Huber AgroSolutions, a business unit within Huber Engineered Materials, consists of several companies based around the world. The companies share a culture that is deeply committed to plant nutrition and the success of its many customers around the globe.

Job Summary

This position will initially be responsible for the engineering and project management of the greenfield operation project, supporting ILSA Operations Director locally in the preparing and commissioning the new plant. In addition, this position will be accountable to meet deadlines and milestones of the project, start-up and commissioning of the new plant, acting in the role of local interface with consultants and industrial suppliers.

After project execution and start-up, the candidate will assume the role of Plant Manager, overseeing all activities related to the Mexican manufacturing plant including operations production and maintenance, supply chain, procurement, EHS&S, engineering and continuous improvement. The position will have dual reporting relationship to the ILSA General Manager LATAM and the ILSA Global Operations Director, and will coordinate together with the respective central HEM functions.

The position will be responsible to ensure excellence in manufacturing, engineering, maintenance, quality and supply chain with a keen focus on continuous improvement, world-

class environmental performance, process safety, health and sustainability performance. With the proper combination of manufacturing and operations management, financial, and people skills, the candidate will lead the organization of the manufacturing plant to the next level of operational excellence.

Leads, facilitates, executes projects to ensure critical 'Right to Operate' and 'Compliance' considerations are met (occupational safety, operational and environmental safety). The candidate will ensure the team has the right organization, resources, talent, and skills to provide the Customers with the appropriate quality and service levels.

Principal Duties and Responsibilities

- Ensure and continuously improve the safety of our plant with respect to personal and process safety
- Ensure environmental and product safety compliance needs are met
- Challenge and motivate the operations organization
- Assume responsibility for the maintenance of all production assets, providing an appropriate maintenance plan
- Develop leadership and technical skills across the organization. Grow and maintain a healthy talent pipeline
- Drive continuous improvement in processes, quality, cost, sustainability, training and people development
- Optimize manufacturing footprint and drive out costs aligned with business strategy
- Implement best practices in operational effectiveness and reliability consistently improving metrics year over year
- Effectively engineer and deploy capital, aligned with the strategy, delivering projects on time and within operating budgets
- In partnership with HEM's central purchasing function, ensure an effective procurement strategy is developed and implemented for achieving reliable and cost-effective sources of supply
- Contribute to and influence the business strategies from a capacity, cost and sustainability perspective
- Build and manage local Operations Team to operate as a cohesive unit leveraging best

practices across the manufacturing function and in full alignment with other business functions

- Active participant in the annual budgeting (OP&B) process
- Responsible for the expenses and headcount within his/her function. Responsible for managing budget targets and authorize expenditures within established limits.
- Promotes Huber Vision and Principles and the desired culture by driving professional and leadership competencies for all business unit employees.

Requirements

- Degree in Mechanical, Chemical or Industrial engineering
- 12+ years of experience leading manufacturing operations
- Greenfield project experience
- Preferred experience in continuous production processes, such as: drying processes, waste management, powders and granular handling/transporting/packaging lines and related equipment, energy management, mechanical and electrical maintenance
- Experience in projects and plant managing, delivering strong EHS&S performance and supply chain excellence
- Demonstrated strength in optimizing production efficiency, driving productivity improvements with change management experience
- Exceptional leadership skills including the ability to lead, motivate and inspire direct reports and colleagues to a common goal
- Demonstrated communication skills in both written and verbal form
- Bilingual English/Spanish

Our employees are our strongest asset, and their safety, health, and well-being is our highest priority. We respect the individual by providing opportunities for professional and personal development. Our Principles drive us to create an inclusive workplace where employees share core values, show dignity and respect toward others, and work hard to achieve their best performance.

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