

Production Supervisor/Manager Trainee - Modesto

Job Code :1918

Division :Operations

Location :Modesto CA US 95354

% of Travel Required :10-20%

Job Type :Direct Hire - Full Time

Career Level :Experienced (Non-Manager)

Education :High School or equivalent

Skill :Plant Management -> General supervision, Safety Management

Category :Operations Management

Job Description :

Position Summary:

The Silgan Containers Management Trainee position and the Silgan Containers Production Management Development Program (PMDP) will train highly motivated & qualified individuals to assume Plant Supervisor or higher Management levels/positions within the organization. The position requires solid technical & mechanical aptitudes. The position will also require strong communication and Leadership skills.

The Silgan Containers PMDP is designed for Management Trainees who are self-motivated individuals that work well with little to no supervision. The position is designed to assimilate both entry-level through mastery-level Management Trainees into the Silgan Manufacturing environment over time.

While the position will not have any immediate subordinates, this candidate will be required to learn, understand, and positively impact 5 Key Plant Control Factors; Safety, Quality, Standard Operating Requirements, Employee Relations and Operational Excellence Tools. **This candidate may be required to relocate.**

Essential Job Requirements:

1. **Safety-** Learn & train personnel. Learn & apply written safety procedures. Observe work areas. Review & learn investigative processes. Learn Safety Procedures/rules
2. **Quality-** Learn & apply SPC principles & Basic Quality Tools (diagrams, flow/run/control charts, analysis, and etc.)
3. **Standard Operating Procedures-** Learn & Train in procedures, Learn & maximize productivity throughout, learn & manage equipment, learn factory organization, enforce SOP's, learn & review standard reporting
4. **Employee Relations-** Develop & mentor employees. Direct & assign work,

administer labor contract and compliance. Foster positive workplace.
Communicate effectively

5. **Operational Excellence (OpEx)** - Learn & administer established standards. Inspection of work- force, material usage & production. Analyze reports

Education:

High School/Trade School (or relevant work/training experience)

Experience:

Entry-level (0) to Mastery-level (10 plus) years experience

Required Skills:

Administration, Leadership, Communication, Technical Skill, Influencing Others, Development, Performance Management

Preferred Skills:

Statistical Knowledge, Computer Knowledge, Problem Solving, Visual mechanics (blue prints and descriptions)

Physical Requirements:

Exposure to heat, cold, dust, noise, chemicals, overtime, Shift work, and travel
Physically capable of lifting, flexing, bending, and climbing as necessary to carry out responsibilities including instruction to other employees

LIMITATIONS AND DISCLAIMER

The above job description is meant to describe the general nature and level of work being performed; it is not intended to be construed as an exhaustive list of all responsibilities, duties and skills required for this position. All job requirements are subject to possible modification to reasonably accommodate individuals with disabilities. Some requirements may exclude individuals who pose a direct threat or significant risk to the health and safety of themselves or other employees. **This job description in no way states or implies that these are the only duties to be performed by the employee occupying this position. Employees will be required to follow any other job-related instructions and to perform other job-related duties requested by their supervisor in compliance with Federal and State Laws.** Requirements are representative of minimum levels of knowledge, skills and/or abilities. To perform this job successfully, the employee must possess the abilities or aptitudes to perform each duty proficiently. Continued employment remains on an "at-will" basis. Silgan Containers is an Equal Opportunity Employer. We consider applicants for all positions without regard to race, color, religion, sex, national origin, age, marital status, or the presence of a disability, which would not prevent the performance of essential job duties with, or without reasonable accommodation of any other protective status. Silgan Containers is a drug-free workplace.