


Tadano Mantis Corporation Job Description	
General Manager of Manufacturing	Effective Date: 12/10/2020
	Revision Date:
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Purpose of Position:

Reporting to the President/COO, this individual is responsible for planning, organizing and directing all activities related to the manufacturing operations in Virginia. Will set strategic direction with President/COO to achieve production objectives, including safety, labor efficiency, quality targets, and optimal utilization of capital equipment.

General Job Requirements:

The employee must be able to provide clear written and verbal communication. Establish an environment of continuous improvement utilizing lean methodologies to eliminate waste in all aspects of the business. The employee will have a solid understanding of Lean principles and statistical problem solving. Will be responsible for guiding and implementing business objectives and monitoring performance to plan ensuring operational budget and goals are met.


Key Responsibilities:

- Provide a safe and healthy work environment in compliance with all regulatory agencies. Manage and implement Safety programs and scheduling of the necessary employee training to promote and ensure a safe workplace.
- Active daily management of manufacturing operations including production, quality, safety, process engineering, maintenance and warehouse logistics supporting manufacturing.
- Identify and drive both short and long-range plans and objectives for improving safety, operations, profitability, on-time delivery, quality and compliance.
- Create metrics and tools to measure and report key performance indicators including productivity, quality, safety, labor efficiencies, and inventory levels to ensure production schedules and efficiencies are achieved through effective planning.
- Provide leadership, coaching, mentoring and direction to Virginia operations team, including hiring, performance management, training and professional development.
- Evaluate employees routinely and ensure standards of performance are met within the manufacturing group.
- Implements quality-control programs and policies including ISO 9001.
- Responsible for providing an annual operating budget and the goals and objectives to meet those objectives. Routinely analyze those production budgets and make changes as necessary.
- Responsible for all environmental and operating permits and assuring daily activities remain compliant with all local, state and federal governing agencies.
- Responsible for establishing and providing continuous improvement projects to optimize plant performance and solicitation of corporate approvals for capital investments and implement utilizing lean methodologies to eliminate waste in all aspects of the business.
- Works cooperatively with other departments to achieve company goals.
- Performs other duties and responsibilities as directed by the President/COO.

Qualifications:


- BS/BA degree in Operations, Engineering, Business or equivalent.

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- Ten (10) years of progressive experience in manufacturing management, preferably in heavy equipment or low-to-mid volume production.
- Strong leadership experience and the demonstrated ability to develop direct reports and build a strong team.
- A solid understanding of understanding of Lean principles such as: Value Stream Mapping, Just in Time, Demand Flow, Single Piece Flow, 5S, Visual Management, Kaizen and statistical problem solving.
- In-depth knowledge of business and management principles (budgeting, strategic planning, resource allocation, and employee development) used to measure the success of Lean initiatives.
- Outstanding communication, interpersonal and leadership skills.
- Excellent organizational and time management skills.
- Strong computer skills, including Microsoft Word, Excel, PowerPoint, ERP systems Visual and functional skills to read and interpret blueprints and other work product.
- Demonstrated knowledge of production and processing, quality control, skills for maximizing the effective manufacture and distribution of goods.
- Knowledge of the practical application of engineering and technology to the design and production of various goods and services.

This job description is not intended to be all-inclusive. An employee will also perform other job responsibilities and duties as assigned by Management. Management reserves the right to revise or change job duties as the need arises. Management reserves the right to change job descriptions, job duties or work schedules based on the duty to accommodate individuals with disabilities.

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ADA CHECKLIST FOR PHYSICAL ACTIVITIES & REQUIREMENTS, VISUAL ACUITY, AND WORKING CONDITIONS OF THE POSITION

General Manager of Manufacturing

1. The physical activity of this position. (Please check all that apply)

- A. Climbing. Ascending or descending ladders, stairs, scaffolding, ramps, poles and the like, using feet and legs and/or hands and arms. Body agility is emphasized. This factor is important if the amount and kind of climbing required exceeds that required for ordinary locomotion.
- B. Balancing. Maintaining body equilibrium to prevent falling and walking, standing or crouching on narrow, slippery, or erratically moving surfaces. This factor is important if the amount of balancing exceeds that needed for ordinary locomotion and maintenance of body equilibrium.
- C. Stooping. Bending body downward and forward by bending spine at the waist. This factor is important if it occurs to a considerable degree and requires full motion of the lower extremities and back muscles.
- D. Kneeling. Bending legs at knee to come to a rest on knee or knees.
- E. Crouching. Bending the body downward and forward by bending leg and spine.
- F. Crawling. Moving about on hands and knees or hands and feet.
- G. Reaching. Extending hand(s) and arm(s) in any direction.
- H. Standing. Particularly for sustained periods of time.
- I. Walking. Moving about on foot to accomplish tasks, particularly for long distances or moving from one work site to another.
- J. Pushing. Using upper extremities to press against something with steady force in order to thrust forward, downward or outward.
- K. Pulling. Using upper extremities to exert force in order to draw, haul or tug objects in a sustained motion.
- L. Lifting. Raising objects from a lower to a higher position or moving objects horizontally from position-to-position. This factor is important if it occurs to a considerable degree and requires substantial use of upper extremities and back muscles.
- M. Fingering. Picking, pinching, typing or otherwise working, primarily with fingers rather than with the whole hand as in handling.


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- N. Grasping. Applying pressure to an object with the fingers and palm.
- O. Feeling. Perceiving attributes of objects, such as size, shape, temperature or texture by touching with skin, particularly that of fingertips.
- P. Talking. Expressing or exchanging ideas by means of the spoken word. Those activities in which they must convey detailed or important spoken instructions to other workers accurately, loudly, or quickly.
- Q. Hearing. Perceiving the nature of sounds at normal speaking levels with or without correction. Ability to receive detailed information through oral communication, and to make the discriminations in sound.
- R. Repetitive motion. Substantial movements (motions) of the wrists, hands, and/or fingers.

2. The physical requirements of this position. (Please check only one)

- A. Sedentary work. Exerting up to 10 pounds of force occasionally and/or negligible amount of force frequently or constantly to lift, carry, push, pull or otherwise move objects, including the human body. Sedentary work involves sitting most of the time. Jobs are sedentary if walking and standing are required only occasionally and all other sedentary criteria are met.
- B. Light work. Exerting up to 20 pounds of force occasionally, and/or up to 10 pounds of force frequently, and/or a negligible amount of force constantly to move objects. If the use of arm and/or leg controls requires exertion of forces greater than that for sedentary work and the worker sits most of the time, the job is rated for light work.
- C. Medium work. Exerting up to 50 pounds of force occasionally, and/or up to 30 pounds of force frequently, and/or up to 10 pounds of force constantly to move objects.
- D. Heavy work. Exerting up to 100 pounds of force occasionally, and/or up to 50 pounds of force frequently, and/or up to 20 pounds of force constantly to move objects.
- E. Very heavy work. Exerting in excess of 100 pounds of force occasionally, and/or in excess of 50 pounds of force frequently, and/or in excess of 20 pounds of force constantly to move objects.

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3. The visual acuity requirements including color, depth perception, and field vision. (Please check only one)

A. The worker is required to have close visual acuity to perform an activity such as: preparing and analyzing data and figures; transcribing; viewing a computer terminal; extensive reading; visual inspection involving small defects, small parts, and/or operation of machines (including inspection); using measurement devices; and/or assembly or fabrication parts at distances close to the eyes.

B. The worker is required to have visual acuity to perform an activity such as: operates machines, such as lathes, drill presses, power saws, and mills where the seeing job is at or within arm's reach; performs mechanical or skilled trades tasks of a non-repetitive nature, such as carpenter, technicians, service people, plumbers, painters, mechanics, etc.

C. The worker is required to have visual acuity to operate motor vehicles and/or heavy equipment.

D. The worker is required to have visual acuity to determine the accuracy, neatness, and thoroughness of the work assigned (i.e., custodial, food services, general laborer, etc.) or to make general observations of facilities or structures (i.e., security guard, inspection, etc.).

4. The conditions the worker will be subject to in this position. (Please check all that apply)

A. The worker is subject to environmental conditions. Protection from weather conditions but not necessarily from temperature changes.


B. The worker is subject to outside environmental conditions. No effective protection from the weather.

C. The worker is subject to both environmental conditions. Activities occur inside and outside.

D. The worker is subject to extreme cold. Temperatures typically below 32 degrees for periods of more than one hour. Consideration should be given to the effect of other environmental conditions, such as wind and humidity.

E. The worker is subject to extreme heat. Temperatures above 100 degrees for periods of more than one hour. Consideration should be given to

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the effect of other environmental conditions, such as wind and humidity.

F. The worker is subject to noise. There is sufficient noise to cause the worker to shout in order to be heard above ambient noise level.

G. The worker is subject to vibration. Exposure to oscillating movements of the extremities or whole body.

H. The worker is subject to hazards. Includes a variety of physical conditions, such as proximity to moving mechanical parts, moving vehicles, electrical current, working on scaffolding and high places, exposure to high heat or exposure to chemicals.

I. The worker is subject to atmospheric conditions. One or more of the following conditions that affect the respiratory system of the skin: fumes, odors, dust, mists, gases, or poor ventilation.

J. The worker is frequently in close quarters, crawl spaces, shafts, man holes, small enclosed rooms, small sewage and line pipes, and other areas that could cause claustrophobia.

K. The worker is required to function in narrow aisles or passageways.

L. None. The worker is not substantially exposed to adverse environmental conditions (such as in typical office or administrative work.)

Employee's Signature

Date

General Manger Human Resources Signature

Date