**Maintenance Resource**
Located in Jonesboro, Arkansas

**Job Description:**
- Lead team of 10 to 20 hourly maintenance mechanics with varying levels of experience and education
- Responsible for people and team development, quality performance, cost, service and safety
- Develop individuals and the team to solve operational issues
- Motivate the team to achieve performance targets
- Organize and facilitate team meetings to achieve continuous improvement process
- Coach team members to use the process and facilitate problem solving on the floor
- Job level will vary based on experience and scope of role

**Key Responsibilities:**
- Lead and developing a mechanic team
- Developing team to solve day-to-day operational issues and reach short & long term performance goals
- Communicate cross-functionally to assist team to solve operational issues
- Motivate team members to achieve plan goals
- Organize and facilitate work team meetings (examples: pre-shift, roundtables, etc.)
- Solve daily operational issues
- Administer policies and practices
- Initiate and implement projects
- Conduct presentations and formal training programs
- Improve team communication and engagement
- Ability to think quickly, creatively and challenge team to do the same

**Qualifications/Requirements:**

*Desired Knowledge, Skills, and Abilities*
- Bachelors of Science Degree in Engineering (Industrial Engineering, Electrical Engineering, Mechanical Engineering, or Chemical Engineering)
- Demonstrated leadership ability
- Highly motivated self-starter
- Project management skills
- Ability to work in an unstructured environment with the ability to make tradeoff decisions quickly
- Ability to give/receive constructive feedback
- Ability to lead a team based approach to decision making
- Demonstrated ability to work in a results oriented, challenging environment
- Effective coaching, facilitation, presentation, and team building skills
- Problem solving skills that lead to permanent engineered solutions
- Fluent in evaluating mechanic capability
- Fluent in planning and scheduling maintenance activities
- Familiarity with basic plant systems such as compressed air, steam, power distribution, water and wastewater
- Familiarity with automated equipment/robotics

- Authorized to work in United States on a permanent basis
- Must be 18 years of age or older

- Willingness to work off shifts, weekends, & holidays
- Must pass a drug screen and background investigation