

Industrial Coating Shop Supervisor

The Industrial Coatings Shop Supervisor will be responsible for directing and monitoring coating shop work activities, coating progress and all resources necessary to efficiently meet production schedules and performance metrics.

Tasks:

- Review schedules in order to make decisions concerning staffing requirements, work procedures, or duty assignments, considering budgetary limitations and time constraints
- Review operations and collaborate with staff to resolve production problems
- Establish workflow policies that enhance speed and efficiency without compromising product safety
- Forecast capacity constraints and work internally to add personnel and equipment
- Any other related duties, as required and/or special projects as needed

Responsibilities:

- Safe operation, regulatory compliance, throughput, quality, continuous improvement, production, and cost management of plant
- Continuously work to reduce expenses and increase productivity by identifying and improving areas of weakness and inefficiency
- Planning and utilizing the appropriate personnel, equipment, facilities, and materials needed to complete project work
- Actively manage performance of personnel and processes in a manufacturing setting
- Review required job tasks with direct reports and work together to provide motivation, guidance, and support
- Actively manage team to always ensure positive and productive working environment

Skill Requirements:

- Excellent interpersonal relationship building and employee coaching skills
- Apply logic and critical reasoning to identify the strengths and weaknesses of alternative solutions, conclusions, or approaches to problems
- Strong verbal and written communication skills
- Decisive in making logical and informed decisions
- Demonstrated ability to inspire, develop and lead a diverse production staff
- Effectively plan, organize, and prioritize work duties in a fast-paced environment
- Ability to adapt in continuously changing work duties and environment

Knowledge Requirements:

- Knowledge of codes and standards for NACE
- Knowledge of surface preparation, coating, and coating inspection
- Knowledge of computer systems and programs, to include Microsoft Office Suite
- Knowledge of supervisory HR administrative functions, to include performance reviews, timekeeping, disciplinary action, record keeping and applicable employment law
- Thorough understanding of heavy process welding and plans interpretation

Education/Certification Requirements:

- NACE level I or higher
- Bachelor's Degree in Engineering or similar technical field preferred

Experience Requirements:

- 7 to 10 years of industrial coatings or closely related production experience
- 5 + years of Supervisory Experience in Production Manufacturing
- Experience with NACE and sophisticated coatings
- Experience identifying and applying LEAN principles/Kaizan events