



POSITION DESCRIPTION

ROLE TITLE

Plant Manager – Rancho Cucamonga, CA

DEPARTMENT

Manufacturing

BUSINESS SUMMARY

NS BlueScope Coated Products is a joint venture between Nippon Steel & Sumitomo Metals Corporation and BlueScope Steel. The Coated Product business operates in the United States, Malaysia, Vietnam, Thailand and Indonesia, with its headquarters based in Singapore. This joint venture provides a strong platform to capture growth in new market segments. ASC Profiles LLC and Steelscape LLC are part of the NS BlueScope Coated Products business in the United States.

ASC Profiles LLC is the leading manufacturer of steel roof and wall products and structural roof and floor deck in the Western U.S., servicing customers from eight locations. ASC Profiles services various segments of the steel construction industry through its three divisions, AEP Span, ASC Steel Deck and ASC Building Products.

Steelscape, LLC is a national supplier of metallic-coated and pre-painted steel. Aimed at servicing the construction industry, Steelscape's products can be used for a wide range of applications from metal buildings to architectural roofing to decking and framing. Steelscape's facilities, located in Kalama, Washington; and Rancho Cucamonga, California are strategically located near major truck, ship and rail routes to best serve the Western U.S. market.

FUNCTION SUMMARY

The Plant Manager will lead and manage the ongoing operations and administration of the Rancho Cucamonga, CA, site including production of metallic and organic coated products. The Plant Manager will also manage working capital through inventory control policy and ensure assets are maintained with sound engineering principles as well as all safety, environmental, and employee relations and development programs. The Plant Manager is an active member of the Steelscape leadership team responsible for setting overall direction and policy for Steelscape.

People Accountabilities:

This role achieves results through interactions with customers, team members and SG&A functional teams. This role will have accountability for:

- Maintaining the well-being of our employees through the continued development of our safety culture and programs.
- Fostering employee engagement at all levels in plant.
- Driving the development of a high performance organization through training, mentoring and career development planning
- Leading the facility management team to achieve budgets and KPI's in the areas of Safety, quality, cost, yields, reliabilities and throughput rates.
- Recruiting new employees who complement and enhance the Steelscape culture of continuous learning, leadership and personal growth.



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- Ensuring identification and development of personal that have the potential to grow into staff, technical and management positions.
- Ensuring that poor performance is reviewed and that appropriate actions are taken in a timely manner.
- Coordinating with other functional groups and manufacturing management from other facilities to ensure best practices are shared and implemented to identify innovative solutions for business concerns

Technical Accountabilities:

This role achieves results through technical expertise. This role will have accountability for:

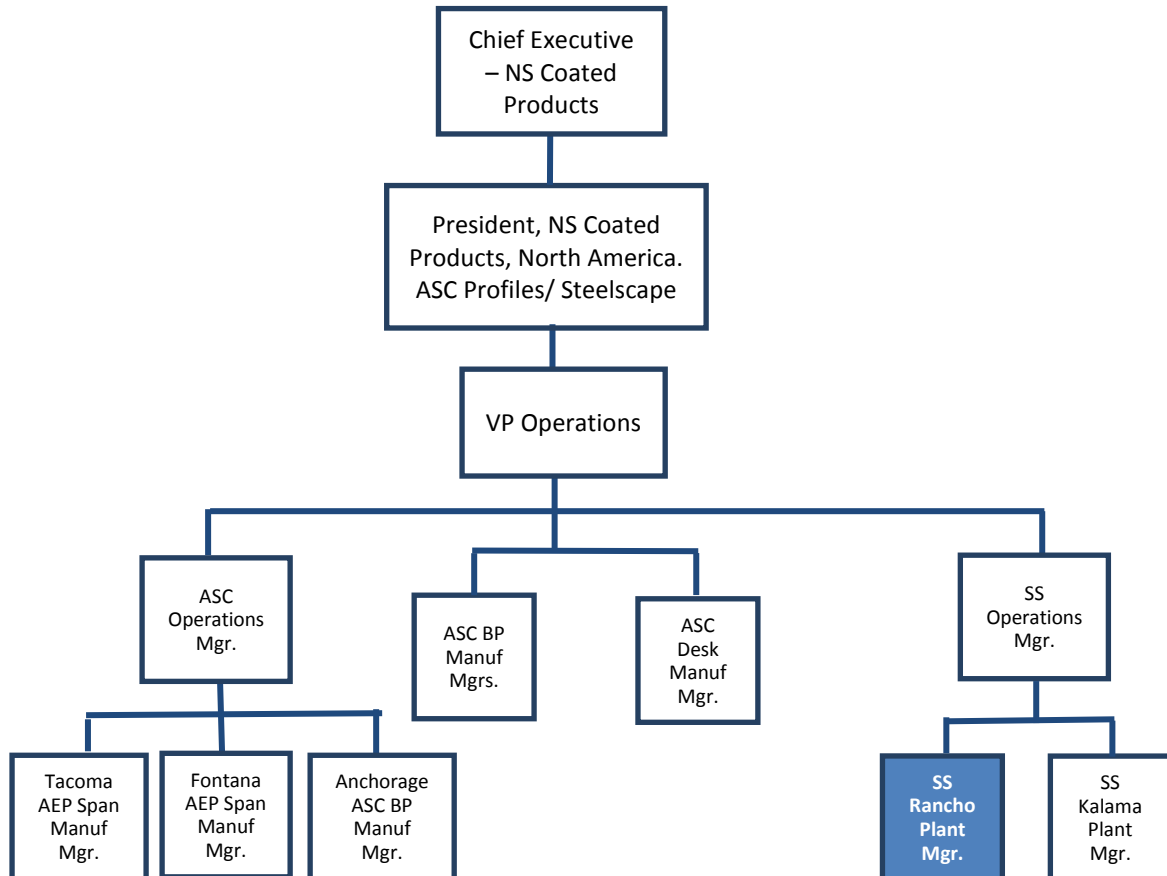
- Ensuring personnel have a thorough understanding of all technical aspects of the manufacturing of metal coated and painted products for the metal buildings industry.
- Ensuring personnel have an advanced knowledge of customer's product requirements and a clear understanding and ability to articulate the advantages of Steelscape's quality and service abilities.
- Ensuring and promoting a continuous improvement and productivity growth environment at all levels throughout the organization.
- Ensuring CAPEX and cost savings projects are completed on time, within budget and with recognized savings being realized.

Planning Accountabilities:

- Plan and manage facility budgets
- Plan and manage production unit outages to balance order loadings and delivery performance with maintenance requirements
- Plan and manage crew schedules and head counts to balance labor costs with order load requirements.
- Promote superior customer service as a competitive advantage

POSITION DESCRIPTION

REPORTING STRUCTURE



KEY RELATIONSHIPS

Critical to the success of this role is the ability to deliver outcomes through productive relationships with others. Important role relationships include:

- VP of Operations
- Senior Management Team
- Steelscape Leadership Team
- Quality Systems Team
- Direct Reports
- Manufacturing/Maintenance employees
- Customers
- External Service Providers
- Suppliers/Vendors
- Contractors



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REQUIRED EXPERIENCE AND COMPETENCIES

Experience and Qualifications

- A Bachelor's degree in Business or Manufacturing Engineering is required.
- 7+ years of experience in management environment, business systems, finance and logistics) is required.
- Must possess broad understanding of coil coating lines, galvanizing lines, and slitting lines
- Strong oral and written communication skills
- Proven Leadership, team and coaching and influence skills
- Ability to read and interpret documents such as technical product information, operating and maintenance instructions, and procedure manuals.
- PC competent (including Microsoft Office: Excel, Word and PowerPoint)
- Strong organizational skills

Key Competencies

- Safety and Environmentally Focus
- Customer Focus
- Ethics & Values
- Managerial Courage
- Intellectual Horsepower
- Action Oriented
- Managing Through Systems
- Perspective
- Time Management
- Interpersonal Savvy
- Drive for Results
- Negotiating
- Influence Skills

Physical Demands

- The physical demands of this position are limited to those found in a normal office/warehouse/production environment.
- While performing the duties of this job, the employee is constantly required to stand, walk, lift, carry, use the hands to manipulate objects, bend, look and see.
- The employee is frequently required to push, pull, twist, turn, talk, hear, reach above the shoulder and/or outward, and drive power equipment.
- The employee is occasionally required to stoop, squat, type, kneel, and crouch.
- The employee must routinely lift up to 65 pounds.

Work Environment

- The work environment is constrained to a standard office environment, with occasional functions in an unconditioned warehouse space.



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- While performing the duties of this position, the employee is occasionally exposed to falling objects, floor hazards, machine hazards, and hazards associated with driving a forklift.
- The noise level in the work environment is usually moderate to high.

Special Requirements

- This position may require periodic travel (approximately 10%).

EEO Employer/M/F/Disabled/Protected Veteran

BlueScope is an equal opportunity employer. All qualified applicants will receive consideration for employment without regard to race, religion, color, national origin, sex, sexual orientation, gender identity, age, status, as a protected veteran, among other things, or status as a qualified individual with disability.

To apply please e-mail your resume to careers@bluescope.us