



Job Title:	Technician IV
Job Location:	RI Locations
Reports To:	Maintenance Manager
Reports:	None

**SUMMARY** The Technician IV performs various functions in ensuring operational processes run efficiently and effectively. The Technician IV ensures that the standards to achieve the goals on SQDCM are executed with excellence.

The position is responsible for:

**OPERATING CONTEXT** The Technician IV ensures that the standards to achieve the goals on SQDCM are executed with excellence:

- **S.** That HSE (Health, Safety and Environmental) and compliance standards are present every shift, for example proper use of BOS (Behavior Observation Surveys) and Risk Prediction.
- **Q.** That FSQ (Food Safety and Quality) standards are present.
- **D.** That Delivery from operations is met. As is measured by schedule attainment, reliability and fill rate.
- **C.** That the operations are executed with minimum waste, and in line with the standard cost parameters as per designed in the BOM's (Bill of Materials) and Standard Labor.
- **M.** That the Morale and Organization Health is improving. The Technician IV ensures that team members in the course of their work can execute according to their JD (job description). They are responsible for providing leadership to the team, leading by example. The Technician IV recognizes the contributions of every team member and encourages them to work together in harmony, sharing ideas, helping their development, and maintaining good relationships in the execution of the standard production tasks.

## MISSION

**Growing operational excellence to reach the performance goals and criteria required by area and be at a level considered as best in class within our industry. Driven by our company values of Passion for food, Innovation and Putting People First. As a result, we are a best place to work.**

- To develop and coach our people to become Equipment & System owners
- To ensure excellence in execution of work processes and continuous loss elimination,
- To ensure delivery of all key performance indicators (KPI's) and outcome on business results.

## PERFORMANCE CRITERIA

As measured by the daily scorecard dashboard:

- **S.** HSE – Total Injuries and TRIR, preventive actions through behaviors (BOS) and taking care of conditions of risk (Safety Risk Trigger)
- **Q.** FSQ – GMP (Good Manufacturing Practices) compliance, 5S, Quality Standards Right the First Time, Centerlines Management.
- **D.** Delivery – Master Production Schedule Adherence, Efficiency %, Total Unplanned Downtime (MTBF, MTTR), Total Planned Time.
- **C.** Cost – Waste Elimination %, Inventory SLOB, Staffing to checkbook.
- **M.** Morale – Attendance, Productivity, Culture Survey engagement.

## Key Responsibilities

- Ensure all safety procedures are followed. While all work areas are kept in the highest safety standard possible.
- Maintains the work area and tools/equipment in a clean and orderly condition and follows prescribed Lock Out Tag Out program and all safety programs.

- Leads strong communication and equipment excellence in designated areas.
- Ensures operation of automated/mechanical equipment by completing preventive maintenance requirements on motors, pneumatic tools, and production machines; following diagrams, sketches, operations manuals, manufacturer's instructions, and engineering specifications; troubleshooting malfunctions.
- Locates sources of problems by observing mechanical devices in operation, listening for problems.
- Determines changes in dimensional requirements of parts by inspecting used parts, using rules, calipers, micrometers, and other measuring instruments.
- Maintains equipment, parts, and supplies inventories by checking stock to determine inventory level; anticipating needed equipment, parts, and supplies; placing and expediting orders, utilizing team resources.
- Conserve's maintenance resources by using equipment and supplies as needed to accomplish job results.
- Provides maintenance information by answering questions and requests.
- Prepares maintenance work orders by collecting, analyzing, and summarizing information in CMMS tool.
- Completes urgent equipment repairs and adjustments during operation in a safe and timely manner.
- Execute line equipment changeovers.
- Works with production team members to ensure excellence in equipment operation.
- Strong ability to work in a team orientated environment.
- Works to train and provide coaching. Improving the capability of team members.
- Has good time management skills and can execute responsibilities with limited supervision.
- Strong verbal and written communication skills to effectively collaborate with team members
- Works to improve efficiencies and workflow.
- Gain the knowledge of the programs of the company's Continuous Improvement (CI) programs to a level of understanding.
- Assists in the development of equipment preventive/predictive maintenance programs that ensures maximized life cycles and performance.

## **Job Skills & Qualifications**

- High school diploma or equivalent.
- Ability to lift up to 50 pounds without assistance on a regular basis.
- Strong verbal and written communication skills.
- Five or more years of experience as an industrial mechanic.
- Ability to work within a CMMS environment.
- Ability to communicate with external tech support when needed.
- Works with limited supervision.

## **DEVELOPMENT PLAN**

- Work to understand any gaps of performance against your Job Description.
- Create a development plan to increase your skills and knowledge of your process and business results.

## **REPORTING**

- Reports directly to the Maintenance Manager.

## **Key Relationships**

**Internal:** Operation teams, FSQA teams, Safety team

Internal:
External: