

## SENIOR WELD TEAM LEADER

In 1985, Mike and Kim Crabb founded Diamond C with a small team and a big dream. Over the years, the company has grown significantly, now employing over 900 team members. Diamond C remains a family-owned and operated business, with a strong emphasis on our foundational “Do Work, Love Strong” culture, which is based in Mt. Pleasant, TX.

We are unwavering in our commitment to more – more process improvements, more sustainable manufacturing, and more opportunities for our team. Our purpose is to fuel the growth and success of our team members, customers, and community. We're dedicated to being a positive force for change and using our expertise to make a meaningful impact on our community abroad.

### **Purpose:**

The Team Leader is responsible for overseeing daily manufacturing operations to ensure efficiency, quality, and safety in the production process. This role involves managing a team of team members, optimizing workflow, enforcing company policies, and meeting production targets while maintaining high standards of quality and safety.

### **Key Responsibilities:**

#### **Culture Development and Trust Building:**

- Build trust by listening to team members and addressing concerns.
- Lead by example in self-leadership, teamwork, and business operations. (Follow the DC Fundamentals)
- Communicate company policies, strategies, and changes clearly.
- Hold team members accountable and support HR with performance management.
- Partner with Group Leaders and HR to reduce turnover through better hiring and leadership.
- Lead daily team huddles and safety meetings.
- Partner with C&L on one departmental team building and one cross functional team building event a year.

#### **Production Management:**

- Supervise and coordinate daily production activities to meet company goals.
- Monitor production schedules, workflows, and deadlines to ensure timely product delivery.
- Ensure the proper allocation of resources, including manpower, equipment, and materials.
- Identify problems and utilize problem solving to identify and address root causes.

#### **Team Leadership & Supervision:**

- Lead, train, and motivate production staff to achieve performance and safety standards.
- Conduct performance evaluations and provide constructive feedback.
- Address and resolve employee issues, promoting a positive work environment.
- Spend 75% of the day on the production floor.

## Quality Control & Compliance:

- Lead efforts to develop documented processes and procedures
- Ensure all products meet quality standards and specifications
- Maintain compliance with industry regulations and company policies.
- Lead root cause investigations to determine root cause for product failures

## Health & Safety:

- Enforce safety protocols and ensure adherence to workplace safety regulations.
- Investigate and report any workplace accidents or hazards.
- Conduct safety training and ensure employees use proper protective equipment.

## Process Improvement:

- Identify areas for operational improvements and implement best practices.
- Suggest and implement cost-saving measures to enhance efficiency.
- Work with the production team to streamline processes and minimize waste.
- Support continuous improvement efforts and take a lead role in driving kaizen efforts.
- Develop and maintain *Gemba* strategies to ensure alignment across the value stream.
- Identify process improvement opportunities in the business and lead efforts to drive improvements generating a Return on Investment (ROI) of at least 1X annual salary

## Qualifications:

- Proven experience as a Production Supervisor or similar role.
- Strong leadership and team management skills.
- Preferred LSS Greenbelt or Bronze LEAN Certificate
- Knowledge of production processes, quality control, and safety regulations.
- Problem-solving abilities with a proactive approach.
- Excellent communication and interpersonal skills.
- Ability to work under pressure and meet deadlines.
- Proficiency in production management software and MS/Google Office.
- High school diploma or equivalent (required); Bachelor's degree in Manufacturing, Engineering, or related field (preferred).
- 3-5 years of experience in a supervisory role within a manufacturing or production environment.

## Benefits:

- |                                    |                                 |
|------------------------------------|---------------------------------|
| • Medical                          | • Other Supplemental Policies   |
| • Dental                           | • Physical Wellness Program     |
| • Vision                           | • Paid Maternal/Paternal Leave  |
| • Long and Short Term Disability   | • Tuition Reimbursement Program |
| • Employer Paid 25K Life Insurance | • 401(k) & Company Match        |
|                                    | • Scholarship                   |

*We encourage and welcome applicants with any and all backgrounds, experiences, abilities, and competencies. All decisions regarding hiring, promotion, discipline, and discharge are based on qualifications, merit, and the needs of the business. We are an equal opportunity employer.*

**Acknowledgement - I agree and accept the offer and responsibilities as stated above:**

**Print Name:** \_\_\_\_\_

**Date:** \_\_\_\_\_

**Signature:** \_\_\_\_\_