



"Inspire and empower people to create innovative product solutions that revolutionize the industry"

Position: Continuous Improvement Leader
Reports To: Continuous Improvement Manager

Status: Exempt
Approval Date: 4/26/19
Last Revised: 4/26/19

Position Summary

The Continuous Improvement Leader works within Value Streams to prepare and conduct process improvement events and projects. They develop and prepare materials for use in events, coordinate with Value Stream management and participants, lead instruction on the use of process improvement tools, facilitate team decisions, manage team work, resolve team conflict, assist in the development of implementation action plans and follow-up.

Steffes Core Values

Trust: We promote growth and long-term success by making wise decisions with trust as an essential component.

Respect: We unleash creative talents of our diverse workforce by treating each other the way we would like to be treated.

Teamwork: We believe people achieve much more by working together.

Integrity: We follow through and keep our word while being open, honest, ethical, and fair.

Safety: We view our co-workers as family members of our business and strive to ensure safety for all.

Humility: We recognize and appreciate strengths and contributions beyond one's self. We are modest, genuine, and authentic.

Key Responsibilities

1. Assist Value Streams in identifying and eliminating waste within manufacturing and business processes.
2. Facilitate Lean activities such as: 5S, 8D problem solving, Value Stream Mapping, Hoshin Planning and Kaizen Events.
3. Use appropriate project management techniques to see improvements to completion.
4. Develop and document standard work using TWI methods.
5. Choose and apply appropriate Continuous Improvement tools in a way that will improve production efficiency, capacity, and process reliability.
6. Create presentations and administer Continuous Improvement trainings.
7. Refresh existing or develop new corporate training materials.
8. Prioritize improvement opportunities where applicable.
9. Establish, communicate and reinforce best practices agreed upon.
10. Provide mentoring and technical expertise for the Value Streams.
11. Create appropriate flow trigger methodologies such as Kanban, visual workflow boards, heijunka, parts supermarkets, and material replenishment design.
12. Maintain a positive work atmosphere by acting and communicating in collaborative manner with customers, suppliers, co-workers, and management.
13. Helps company meet its Strategic, Quality and Safety objectives.
14. Other duties may be assigned.

Core Expectations

Customer Service - Demonstrate excellent customer service and display a positive attitude and behavior consistent with the Steffes Code of Conduct and Core Values.

Quality - Actively support and participate in Quality Improvement.

- Take immediate action in unsafe situations.
- Adhere to all safety standards; thus, promoting safe practices to ensure a safe environment.

Conduct - Demonstrate and support the Steffes Code of Conduct.

Policies and Procedures - Demonstrate and support Steffes Policies and Procedures by:

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- Using tact, sound judgement, and maintaining a professional attitude in communication and relationships with others.
- Striving to deliver the best quality in daily work.
- Promoting a positive image of Steffes and its products.
- Being timely and punctual in attendance and following all policies and procedures.

Job Requirements/Qualifications

- Bachelor’s Degree in Industrial Engineering, Engineering Management, Industrial Technology, or other related field.
 - Proven experience in Lean Concept Application
 - 2 years experience in manufacturing environment
 - MS Word-Advanced; MS Excel-Advanced; MS PowerPoint-Intermediate; MS Outlook-Intermediate, Simulation software
 - Communication skills (Develop written communications requiring grammar skills; Interact with customers on an explanatory basis; interact with groups of people and co-workers; use of telephones, public address system; and oral communication)
 - Basic and advanced math skills, spelling and reading skills (Basic instructional and technical information)
- OR-
- An acceptable combination of education and experience

Physical Demands of Position

- This position requires walking, sitting or standing to a significant degree.
- Must have the ability to lift 50 pounds from floor to waist, carry 50 pounds, and push and/or pull up to 20 pounds.
- Must have the ability to climb ladders and/or stairs.
- Stooping, crouching, kneeling and bending.
- Handling, feeling, and gripping would be required for some activities.
- Visual acuity is required to inspect work completed.
- This role may be subject to internal and external environmental conditions.

Acknowledgement

The above statements are intended to describe the general nature and level of work being performed by people assigned to this classification. They are not to be construed as an exhaustive list of all responsibilities, duties, and skills required of personnel so classified. All personnel may be required to perform duties outside of their normal responsibilities. Nothing in this job description restricts management’s right to assign or reassign duties and responsibilities to this job at any time.

I acknowledge that I understand the information contained in this document and can perform the essential functions of this job without accommodations. I also acknowledge that employment with Steffes Solutions LLC is at-will and not for a specific period of time and can be terminated at any time, with or without cause or notice, by Steffes Solutions LLC.

Employee Signature: _____

Printed Name: _____

Date: _____

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