



**EXEMPT JOB POSTING
CLOUGHERTY PACKING LLC**

JOB TITLE: Industrial Engineer I
DEPARTMENT: Industrial Engineering
REPORTS TO: Christian Lam
CAREER LEVEL: Salaried Exempt 12

The IE I position is normally the initial IE assignment. The IE I is closely supervised by a higher level IE and has primary duties of developing product labor costs, labor standards, improving work methods, reducing operational costs.

SUMMARY OF ACCOUNTABILITIES:

- **Labor Standards** – Responsible for specific departments in the plant and will develop and maintain accurate standards for all products. The incumbent will use both direct time study and work sampling techniques and should be able to use a palm pilot for time study and data collection.
- **Standard Labor Costs** –Construct and submit for approval labor costs for all products produced in assigned departments. Develop labor cost estimates and assist in analysis or evaluations for new products. All costs are reviewed by a higher level industrial engineer and together they provide the labor cost control and information system.
- **Work Place Design** – Use ergonomic principles to develop or improve workstations for employees. The IE I will be assigned specific projects as directed.
- **Cost Improvement & Innovativeness** –Participate in task forces to reduce operational costs and improve processes. Should have process knowledge and help communicate opportunities for improvement to all employees and will develop knowledge about the Company’s productivity reporting system, TPC (Total product Cost), and OEE (Overall Equipment Effectiveness).
- **Problem Solving** –Resolve issues with supervision, maintenance, quality control, and production employees to maximize labor productivity, improve process flow, and reduce ergonomic risk. Assist in the design and implementation of new or improved products, processes, and equipment, address downtime and quality issues, and plan facility and manpower utilization.
- Perform additional duties assigned.

QUALIFICATIONS:

- **Education and /or Experience** – The IE I position requires a 4 year degree in Industrial Engineering or related engineering discipline
- **Language Skills** – The IE I must have excellent verbal and written communication skills in English. Spanish is desirable, but not required.
- **Computer Skills** – The IE I must have excellent computer skills including all MS Office applications. Experience with AutoCAD is desirable.
- **Reasoning Ability** – The IE I must have the ability to analyze an operation, create labor standards and costs, and support cost reduction efforts in an assigned area.

RESPONSE PROCESS:

Qualified applicants are encouraged to apply and submit a letter of interest stating why he/she feels qualified and why he/she is interested in the position, including any relevant accomplishments. Responses from interested and qualified employees should be sent to Mireya Lemus in the Human Resources Department and must be received by August 2, 2016. Approval of the employee's current business unit vice president or plant manager is required for employees with less than one year in their position.

Farmer John is an Equal Opportunity Employer



“Be a company where people want to work and build long-term careers by creating a culture that nurtures employees and provides opportunity for growth and development”