

Manager Trainee – Engineer Program

DSM Nutritional Products has an excellent opportunity for a Chemical Engineering graduate to join our organization and shape a career with a globally recognized leader!

Our Goal and Your Opportunity:

To grow and develop the future leaders of our business.

The Management Trainee program is focused on the Ops Americas business unit of DSM Nutritional Products. This program will focus on the position of engineer as this role is the very core of our manufacturing and production. The leaders within operations require an understanding of processes and production flow but must also have solid grasp of support areas and functions aligned to manufacturing. The trainee program is designed to cycle the participants through all areas providing learning, linkage, and growth towards site management and leadership. Gains knowledge and hands-on experience required for management assignment role at completion of program.

The program is a six year commitment with a rotation consisting of three individual sites across the United States and culminating with a management career path. The three rotating sites are located in Texas, South Carolina, and New Jersey. The requisites of an ideal candidate with a Chemical Engineering degree are listed below.

Focus:

Primary responsibilities include:

- Receives training and performs duties in multiple departments such as Improve Plant, Process Engineering, Quality, Purchasing, Accounts Payable, Finance, DICI, SHE, and Human Resources.
- Learns line and staff functions, operations, management viewpoints, and company policy and practices that affect each phase of business.
- Sets performance goals and objectives with upper management.
- Observes experience workers to acquire knowledge of methods, procedures, and standards required for performance of departmental duties.
- Monitors performance progress with management and key trainers.
- Participation in project work. Creating the plan and designs of projects and giving detailed outlines of project specifications. Carry out modifications on projects if required.
- May manage small capital projects for area.
- Review of performance and writing of reports, bulletins, and Standard Operating Procedures (SOPs).
- Devise cost effective methods that can be used to modify different machinery or current process methods within team or area.
- Test different theories that are developed with follow up documentation.
- Analyzes and interprets information from process operations within manufacturing to identify areas for optimization.
- Assists in setting, tracking and meeting department goals. Supports plant and corporate initiatives as outlined in the manufacturing plan. Follows the Manufex work processes. Promotes teamwork and cooperation.

- May review and signs batch records and reports non-conformances. Participates in and may lead investigations into non-conformances and completes investigation documentation.
- Maintains a presence in department or area assigned. Has awareness of process performance. Responsive and timely in addressing team member requests.
- Assists in identifying training needs; liaison with management. Provides coaching and training to workforce if needed.
- Attends and contributes to team meetings as requested. Assembles data and generates KPI reports. Communicates issues and process improvement ideas to all affected personnel to solicit feedback regarding proposed changes. Interacts with and assists team members and external resources as necessary (e.g., vendors, contractors, quality, safety, etc.)
- Maintains current technical/engineering knowledge and shares that knowledge throughout the organization.
- Displays and promotes positive safety behaviors at all times, use proper personal protective equipment, appropriate safety tools, equipment and procedures that ensure that self and others go home safe each day; that all people in the area (maintenance, quality, visitors, contractors, etc.) comply to safety directives and keep area neat and clean.

The Ideal?

An ideal candidate will possess:

- BS in Chemical Engineering required; minimum 3.5 GPA.
- Strong verbal and written communication abilities.
- Solid technical writing skills.
- Ability to demonstrate solid interpersonal skills and build relationships.
- Solid participative leadership, time management, analytical and problem-solving skills.
- Knowledge and understanding of Word, Excel, Access, Power Point, quality systems, and basic CAD design.
- Basic knowledge of production and manufacturing processes.
- Must agree on mobility requirements to enter manager trainee program. Will be reassigned to new site location every 18 to 24 months.
- Must understand commitment of 6 year program.
- Demonstrate expertise in the engineering discipline.
- Must be available to support shift, weekend and holiday schedules as required.
- Travel will be required throughout program participation.

Email resumes to:

Phillip.schadler@dsm.com

Royal DSM is a global science-based company active in health, nutrition and materials. By connecting its unique competences in life sciences and materials sciences DSM is driving economic prosperity, environmental progress and social advances to create sustainable value for all stakeholders simultaneously. DSM delivers innovative solutions that nourish, protect and improve performance in global markets such as food and dietary supplements, personal care, feed, medical devices, automotive, paints, electrical and electronics, life protection, alternative energy and bio-based materials. DSM and its associated companies deliver annual net sales of about €10 billion with approximately 25,000 employees.