



Job Title: Maintenance Facilities Supervisor
Reports To: Maintenance Manager
Department: Maintenance
Location: Grand Prairie, TX

We've grown to become the world's leader in producing, distributing and marketing fresh Hass avocados. As a vertically integrated company, our total focus is avocados. We provide customers all over the world with the complete package—year-round supply, global availability and value-added services.

Our partners are passionate and experienced growers from the most ideal avocado growing regions in the world. To supply customers with the world's finest avocados, we operate packing facilities in five countries and own eight regional ripening centers in North America. Our distribution centers and transportation capabilities ensure peak eating-quality avocados from the tree to the customer. And when it comes to food safety, we adhere to the Good Agricultural Practices (GAP) program and Good Harvesting Practices (GHP). We proudly share responsibility with our growers to ensure total satisfaction for our customers.

Job Summary:

Responsible for the day to day activities of supervising, directing, controlling, and coordinating all aspects of the facility. Responsible for maximizing equipment and facilities uptime. Work with engineering on continuous improvement for uptime, safety, and cost with respect to all local, state, and federal codes.

Essential Duties & Responsibilities:

- ❖ Facilities Maintenance Management includes but is not limited to: small scale construction; ripe room performance; dock equipment; pneumatics; plumbing; offices; and general facility grounds.
- ❖ Direct activities concerned with the maintenance of facilities across North America. Ensure work efficiency and quality of maintenance work.
- ❖ Work closely with operations to ensure facilities needs are met and work performed does not interfere with necessary operations.
- ❖ Minimize unplanned downtime while controlling department costs (labor and materials)
- ❖ Work closely with engineering on continuous improvement for uptime, safety, and cost with respect to all local, state, and federal codes.
- ❖ Inspect and review maintenance activities in this area to monitor compliance with all safety and environmental codes, regulations, permits, and company policies.
- ❖ Authorize requisitions for supplies and materials to complete maintenance projects.
- ❖ Take actions to deal with the results of unplanned downtime, bad weather, or emergencies.

- ❖ Investigate damage, accidents, or unplanned downtime to ensure that proper procedures are being carried out.
- ❖ Plan and organize work of department to minimize unplanned downtime of production equipment, machinery, facilities, and systems.
- ❖ Confer with vendors or suppliers to obtain materials or services in accordance with appropriate company policies.
- ❖ Work with other cross functional groups/departments in support of continuous improvement activities for productivity and quality enhancement.
- ❖ Estimate materials or labor requirements for maintenance projects.
- ❖ Estimate time or cost for installation or repair for maintenance projects.
- ❖ Explore new ways to improve department performance.
- ❖ Assess, develop, implement, and evaluate the on-going schedule of all preventive maintenance programs for North American production equipment.
- ❖ Assist in the implementation of the preventative maintenance program.
- ❖ Develop Maintenance Operating Procedures (MOP's) as needed.
- ❖ Develop and Manage preventative maintenance program and activities for production equipment.
- ❖ Organization of Maintenance Documentation.
- ❖ Assist in the development of the critical spare parts list. Assist in ordering and inventory of spare parts and maintenance supplies.
- ❖ Develop procedures for equipment check-out prior to start of shift to ensure equipment readiness.
- ❖ Oversee safety inspections on all equipment to ensure maintenance personnel follow all safety rules and processes and act as safety role model for maintenance team and company.
- ❖ Oversee new equipment installation and all equipment upgrades.
- ❖ Continuously review the impact of change and adapt the process to achieve the end results.
- ❖ Ability to work second shift during peak production times.
- ❖ Assist Maintenance Manager and Engineering department with global projects as requested.
- ❖ Perform other duties as requested.

Minimum Qualifications & Requirements:

- ❖ Minimum of 10 years of related work experience and at least 3 years in a management and/or supervisory role.
- ❖ Excellent problem solving and trouble-shooting skills and work well within a team approach.
- ❖ Proven project and time management skills.
- ❖ Strong verbal and written communication skills with the ability to effectively communicate with all levels of the organization.
- ❖ Excellent ability to communicate on equipment issues and ensure the equipment with the facility is meeting requirements.
- ❖ Proven experience with preventive maintenance programs and the ability to build new maintenance programs from the ground up.
- ❖ Strong experience with SOP's and standardizing work and processes.
- ❖ Experience installing new equipment and equipment upgrades.
- ❖ Strong mechanical, electrical, and programming skills.
- ❖ Microsoft Office and PC Skills.
- ❖ Willing to travel.
- ❖ Maintain a valid driver's license.

Working Conditions:

- ❖ Fast paced cold and wet environment.
- ❖ Food facility requires food safe behavior.
- ❖ Mitigating issues and conflicts with employees/contractors.

Working Demands:

- ❖ Standing, bending, kneeling and crouching for prolonged periods of time.
- ❖ Stand for an 8 hour shift.
- ❖ Work in cold conditions from 38°F to 50°F.
- ❖ Make decisions in a high stress environment.
- ❖ Work with and around conveyors and other moving equipment.
- ❖ Work at heights.
- ❖ Able to lift 25 to 48 pounds to a minimum height of 36 inches.
- ❖ Operating heavy machinery.

Physical Requirements:

- ❖ Lifting, pushing, pulling and grasping while standing and kneeling.
- ❖ Able to perform the essential function of the job with or without accommodation.