



AVOCADO THE WORLD'S MOST ADVANCED NETWORK



JOB TITLE: MAINTENANCE MANAGER
REPORTS TO : GENERAL MANAGER
DEPARTMENT : MAINTENANCE
LOCATION : SWEDESBORO, NJ

We've grown to become the world's leader in producing, sourcing, distributing and marketing fresh Hass avocados. As a vertically integrated and public company, our total focus is avocados. We provide customers in over 25 countries 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 11 regional ripening centers worldwide. 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 maintenance for production equipment in North America. Responsible for maximizing equipment productivity, uptime, and maintenance work efficiency. Continuous improvement with respect to all local, state, and federal codes. Create, review, audit, and supervise P.M.'s, MOP's, and SOP's on production related equipment.

ESSENTIAL DUTIES & RESPONSIBILITIES

- Direct activities concerned with the maintenance of production equipment and systems across North America. Ensure work efficiency and quality of maintenance work
- Work closely with operations for daily scheduling
- Minimize unplanned downtime while controlling department costs (labor and materials)
- Work closely with operations and engineering to find new ways to improve overall site unit cost, quality, and safety

- 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
- Key member of consultation team for equipment layouts, machine design, and engineering process for new facilities and equipment
- Assist Director of Maintenance 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
- Experience with agriculture equipment and providers
 - Equipment Types: Sizers, Baggers, Automation Equipment, Box Formers, etc.
 - Example Vendors: MAF, Compac, Aweta, Giro, etc.
- Able to communicate in Spanish and English
- Lean knowledge and experience
- Process improvement background
- Experience identifying or being part of teams focusing on continuous improvement and cost reduction

WORKING CONDITIONS & DEMANDS

- Fast paced cold and wet environment
- Food facility requires food safe behavior
- Mitigating issues and conflicts with employees/contractors
- 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 and hot conditions
- 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
- Lifting, pushing, pulling, and grasping while standing and kneeling
- Able to perform the essential function of the job with or without accommodation

