



**Job Title:** Sheet Metal Fabrication Leader

**Division:** Kentucky Trailer Manufacturing

**Location:** 7201 Logistics Drive, Louisville, KY 40258

**Reports To:** Operations Support Supervisor

**Description:**

Kentucky Trailer Manufacturing seeks a Metal Fabrication Work Cell Leader. This individual will supervise the daily production of low volume, critical component orders along with other production volume products for multiple supported division and aftermarket needs. The Metal Fabrication Work Cell Leader will be actively involved on the shop floor and responsible for determining optimal shop floor layout, order processing, material utilization.

**Responsibilities:**

This “hands on” Fabrication Work Cell Leader will directly supervise 10+ employees. Responsibilities also include interviewing, hiring, training and cross-training employees; planning, assigning, and directing work; appraising performance; rewarding and disciplining employees; addressing complaints, and resolving problems.

**To perform the job successfully, the candidate should demonstrate the following Competencies:**

- Problem-Solving
- Customer Service
- Change Management Delegation
- Managing People
- Business Acumen
- Critical Thinking
- Solidworks, AutoCAD, and Nesting software experience preferred, but not required.
- Manage tool exchange with SMED
- Training and development of Fabrication on equipment (operation, operator Maintenance)

**Fundamental Irreplaceable Behavior Values:**

- Interpersonal Skills: Easy to get along with; Treats all people with dignity and respect; displays *kindness*; shows interest in others; gives others appreciation and encouragement; common courtesy; Always approachable; never rude; Aware of and sensitive to what other people are
- feeling; Is at ease with people at all levels; Does not belittle the opinions or work of other people, regardless of their status or position; Deals effectively with a diverse workforce; Demonstrates a high degree of “emotional intelligence”; Truly values and genuinely likes people;

Treats others with **respect** and as important person; Is **unselfish** and meets the legitimate needs of others; Serves others.

- **Ethics and Integrity:** Admits mistakes in spite of the potential for negative consequences; Presents unpleasant or disagreeable facts in an appropriate manner; Keeps promises; meets goals and deadlines; Avoids situations and associations that could be considered inappropriate; Honest in all dealings; Upholds and models organization's values; Does what you say you will do; Is **forgiving** when wronged.
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- **Business Demeanor / Temperament:** Displays a positive attitude and optimism about the work to be done, the people he or she works with, customers, management, and company policies; Has a constructive sense of humor; Maintains a calm temperament and pleasant demeanor; Shows self-control; Doesn't spread gossip or rumors; Acts as a positive influence on others; Is courteous, **patient**, cooperative, and helpful; Is **humble**, never boastful or arrogant.
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- **Accountability:** Accepts personal responsibility for the quality and timeliness of his/her work; Acknowledges and corrects mistakes; Doesn't make excuses or blame others for errors or problems; Carries his/her fair share of the workload; Does what he/she **commits** to doing.
- **Enter Text Here**

### Excellent Performance Outcomes:

- 1) Safety! - Nothing else comes a close 2<sup>nd</sup> in priority.
  - a. Be prepared to demonstrate during our review and on-going during department audits how "YOU" the leader is taking ownership of department safety.
    - i. Evidence of safety policy enforcement
    - ii. Dept. metrics as it relates to safety performance
    - iii. Safety Gemba ownership
    - iv. Creative and innovated examples of what you are bringing to the Organization.
- 2) Human Development
  - a. Be prepared to demonstrate employee development by growing skill sets, improving turn-over, engaging with teams and individual critical thinking (A3 thinking problem solving)
- 3) Quality
  - a. Work with Quality assurance to develop, implement, and Fabricated parts QA program.
    - i. Improved Quality metrics for assigned department. (improved FPY)
    - ii. Evidence of reduced defects and scrap
- 4) Cost & Delivery
  - a. Collaborate with Continuous Improvement Team to transform the Fabrication Work Cell in to a Lean Model Flow Cell
  - b. Assist with the installation and implementation of a New ByStronics 3W laser.
  - c. Ensure proper levels of manufactured parts are produced to properly support manufacturing while not stock excessive levels of overstock and obsolescence's.

**Requirements:**

- 10 years of experience in a similar role.
- Must be fully versed in Sheet Metal Job Shop Operations.
- Must be familiar with lasers, deburring, CNC punches, brake presses, welding equipment, and Metal cutting shears.
- Must have experience creating shop floor layouts and Lean principles.
- Must be strong in scheduling.