

Asphalt Plant Manager

Plote Construction Inc. Hoffman Estates, Illinois, United States (On-site)

The Plote Family of Companies is a fine example of the American dream realized through over 60 years of hard work, sacrifice and a deep understanding of the value of focused individual effort, performed in concert, to achieve the goal of entrepreneurial success. At Plote we bring expertise, quality, depth of resources, and cutting-edge equipment and technology together to deliver exceptional services in excavation, aggregates, asphalt paving, concrete paving, civil heavy engineering, sustainable materials, commercial development, environmental services, and snow removal.

I. Primary Function: The Asphalt Plant Manager is responsible for providing leadership and direction for the facilities while supporting the vision and values of the corporation. Instills a “Culture of Safety” for staff and all employees by promoting and modeling an employee driven, hazard-controlled environment. Ensures staff and employees are equipped to meet production and delivery schedules, budgeted cost/efficiency expectations through sound resource planning and provision. Holds self and staff accountable for implementing and adherence to standards, policies & regulations for the safe, environmentally compliant production of quality materials.

II. Major Duties and Responsibilities:

- Responsible for leading the production teams (production, quality, etc...) while developing self, staff and employees for advancement and contributing to the success of the business.
- Creates and sustains a safe working environment for the facility by driving continuous safety, environmental and quality improvements and developing a culture based on current best practices.
- Successfully hire, supervise, orient and train staff and team members in disciplines that will improve performance while providing employees with information, leadership and development, succession planning, and training opportunities. Manage budget and cost reduction initiatives.
- Lead performance management effort that includes the identification & communication of critical successful factors with staff and subordinates. Drive performance improvements in all areas including capital deployment. Establish and monitor performance plans for staff and subordinates; track key performance metrics and hold reports accountable for results while ensuring compliance to production is met.
- Planning of day and night activities for all locations that include production, repairs and maintenance, loadout, and deliveries.
- Working closely with quality control to monitor all outgoing materials produced.
- Responsible for all maintenance ordering, scheduling, and emergency repairs to keep the plants operational.
- Ensures staff is held accountable for the development and execution of all continuous improvement initiatives. Leads and directs local site employee/staff training and develops initiatives to ensure a robust succession plan.

III. Additional Responsibilities:

- Assist in the development, communication and execution of strategic plans; assists in developing a process to implement plans.
- Establish, communicate and monitor environmental and safety achievement and compliance in plants.
- Maintaining plant facilities and property
- Managing Environmental Protection Agency inspections and assisting in required compliance activities with the agency
- Communicate with customers on supporting their operations and issues they have arise

IV. Required Skill/Knowledge:

- Strong interpersonal, organizational, and project management skills.
- Knowledge of budgeting and financial analysis skills and ability to effectively plan and allocate resources.
- Proficient with Microsoft Office.
- Ability to work on multiple projects simultaneously.
- 8+ Years of leadership experience in an industrial environment leading multiple departments. (OR) associate's degree in business, Manufacturing, Engineering Technology, Production or related field.

V. Preferred Skills/ Knowledge:

- Strong and effective, written and oral communication skills across all levels of the organization.
- Proven track record of developing, implementing and utilizing processes and procedures.
- Thorough knowledge of effective and efficient production and manufacturing methods.
- Ability to implement the successful application of managerial and supervisory skills.
- Demonstrated problem solving skills and dealing with ambiguity.
- Strong analytical and mathematical ability.
- Ability to effectively implement change while managing conflict.

VI. Level / Required Certification:

Associate's degree in business, Manufacturing, Engineering Technology, Production or related field or 8+ years of leadership experience in an industrial environment leading multiple departments.

VII. Physical Requirements:

- Must be able to lift up to 50 lbs. frequently.
- Must be able to stand up to 12 hours per day with breaks.
- Must be able to stoop and climb frequently.
- Must be able to walk on uneven terrain frequently on job sites.
- Must be able to drive a vehicle long distance frequently.

Why Plote

At Plote we care about the health and well-being of our employees. Our commitment extends beyond the workplace, offering comprehensive healthcare plans, generous paid time off, retirement savings to support our team members in every aspect of their lives.

Plote has a fast-paced and dynamic environment where team members are committed to excellence and proud to be part of a growing and successful construction company.

BEFORE ALL ELSE, SAFETY FIRST.

Plote Construction, Northern Illinois' premier Excavating, Asphalt Paving and Concrete Contractor, is committed to conducting construction operations in the safest manner possible. With an industry leading safety record, and a robust safety program. At Plote you'll find a deep commitment and dedication to safety and team members' wellbeing.

Plote is an Equal Opportunity Employer. Employment decisions are made without regard to race, color, religion, national or ethnic origin, sex, sexual orientation, gender identity or expression, age, disability, protected veteran status or other characteristics protected by law. Plote will only employ those who are legally authorized to work in the United States for this opening. Any offer of employment is conditioned upon the successful completion of a drug screen (as applicable)