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| JOB TITLE     | <b>Director of Engineering and Reliability</b> |
| DEPARTMENT    | Operations                                     |
| REPORTS TO    | COO  |
| LOCATION      | Bland, VA                                      |
| EMPLOYEE TYPE | Full-time                                      |

Wilderness Company

Wilderness Mountain Water Company bottles one of the finest sources of artesian water on earth. Our mission is to honor the natural and sustainable water source by partnering with the best consumer brands in the world to make healthy and innovative beverages.

Our culture is one based on **Quality & Safety**. We are a good place to work and we prioritize quality training programs, employee health and happiness, and, above all, safety.

Wilderness Mountain Water Company’s leadership team has a long history of building extraordinarily successful consumer brands, products, and – most importantly – teams. We are looking for team members who bring positive energy and professionalism to the job *every day*.

We offer a robust compensation and benefits package as well as career training incentives and bonus opportunities.

**Job Critical Skills**

- Hands on leader
- Problem solver
- High energy
- Focus on getting things done
- Be forward looking and anticipate change needed
- Able to take responsibility

- Work in fast paced company
- Able to create process and procedures from scratch
- Have a can-do attitude
- Understand how to do things right and cost effectively
- Able to create and grow a department
- *Extremely high integrity*
- **Insanely collegial with an A+ attitude – you come to work on your toes!**

### **Job Description**

The Director of Engineering & Reliability will create and lead our production & facilities maintenance and engineering department. The department will include a small team of mechanics and engineers. The Director will be responsible for people and team development, motivating the team, and ensuring reliable performance.

Responsibilities include:

- Focus on cost efficiency
- Continuously improve processes, service, and safety for the entire plant across all shifts.

This position will be responsible for overall site performance:

- uptime
- equipment reliability
- overall equipment effectiveness
- building & grounds maintenance
- You will coach team members to utilize the best practices, codified processes, and facilitate problem-solving on the floor.

### **Major Tasks, Accountabilities and Key Responsibilities:**

- You will be very hands on – your role will grow and create this function within the plant.
- You will solve reliability and engineering challenges across the plant while always looking forward and building repeatable systems for reliability.
- You will ensure that front line supervisors and all teams within the plant are fully trained and held accountable for achieving individual, team, and plant goals.
- You will lead the team to solve day-to-day operational & equipment issues to reach short- and long-term performance goals.
- You will develop a 3-year reliability/engineering strategy to enable site growth through, including (but not limited to) capability building, CAPEX management, Continuous Integration (CI) processes and venues, and reliability-based processes.
- You will build capabilities of team members by creating an awesome and drama-free work atmosphere, leading hiring efforts, training, and leading communications with front-line hourly and salaried personnel.
- Communicate and collaborate cross-functionally to assist team in solving operational issues – you do not operate in a silo.
- Organize and facilitate work team meetings (examples: pre-shift, roundtables, etc.)
- Work closely with suppliers and internal customers to deliver expected results.
- You will be consistent and timely.

- You will Initiate and implement projects timely and on budget and conduct presentations and formal training programs.
- Seek out and implement best practices
- Lead and drive an agenda that will reduce the environmental footprint related to resource conservation (water, sewer, gas, electric, etc.)
- This role requires regular presence on the plant floor.
- This role occasionally requires lifting up to 40 lbs.
- This role requires occasional work in poor weather conditions, including heat, cold, rain, or snow.
- This role may operate forklift and manufacturing equipment.
- This role may require off-shift and weekend work.
- This role may require some travel (less than 5%).

### **Qualifications/Requirements**

- Bachelor's degree or equivalent experience required, preferably in engineering, business, operations management, or similar field
- TPS, Lean or Six Sigma Experience preferred, demonstrated by successful completion of a major improvement projects.
- A minimum of 5 years of operations maintenance experience preferred.
- A minimum of 3 years of supervisory experience preferred.
- Ability to think quickly, take initiative, think creatively and challenge team to do the same.
- Must possess strong skills in project management.
- Ability to work in an unstructured environment while making decisions quickly.
- Proficient in Microsoft applications.
- Ability to give and receive constructive feedback.
- Ability to lead a team-based approach to decision making.
- Demonstrated leadership in safety, food safety & environmental compliance.
- Demonstrated ability to work in a results-oriented, challenging environment.
- Strong leadership skills with the ability to get results through mentoring others.
- Effective coaching, facilitation, presentation, and team-building skills.
- Strong innovative external focus with proven ability to affect sustainable change.
- This position is limited to persons with indefinite right to work in the United States.

**We are an Equal Opportunity Employer. We respect and seek to empower each individual and support the diverse cultures, perspectives, skills and experiences within our workforce.**