

**Location :** Port-Daniel-Gascons

**Reporting to:** Production Superintendent

**Status:** Permanent - Full time

The McInnis Cement plant is equipped with cutting edge technology, raising productivity and environmental industry standards for North America. The facility, located in Port-Daniel-Gascons, Gaspésie, is one of the largest industrial developments in Quebec. The Company's mission is to provide its customers with high quality cement, manufactured and distributed in a way that respects the ecosystem, while putting the local economy first.

Here is the opportunity to join a young and dynamic team! McInnis Cement is currently looking for full-time shift Supervisors. Reporting to the Production Superintendent, you will be responsible for monitoring the operational performance, definition and optimization of the production activities of the team under your responsibility.

### RESPONSIBILITIES

#### Organization of production

- ⚡ Maintain order and cleanliness of the work environment (5S)
- ⚡ Ensure the application and respect of good practices in the field of health and safety at work, as well as the application of environmental standards;
- ⚡ Coordinate production and maintenance activities on his shift, plan and direct resources, (cement operators, mechanics, electricians and subcontractors) according to the daily priorities and follow up actions;
- ⚡ Produce work permits and transmit them to the control room;
- ⚡ Ensure compliance with the technical objectives of the plant, t/h, Kcal/h, Kw/h, on his shift;
- ⚡ Ensure the respect of production deadlines;
- ⚡ Monitor work procedures and instructions and actively participate in their improvement;

- ⚡ Analyze trends and evaluate the objectives set for the processes, proposing a set of measures to correct the identified gaps;
- ⚡ Examine and analyze quality control data (raw grinding, pyro processing, and cement grinding);
- ⚡ Evaluate the equipment performance gaps and define the measures necessary to correct them, propose optimization measures to the equipment reliability Committee;
- ⚡ Produce the global list of repairs and inspections (manufacturing), carried out on the shift;
- ⚡ Notify and report on environmental spills, coordinate work and monitor actions, preventative and corrective;
- ⚡ Collaborate regularly and effectively with other departments to ensure compliance of priorities;
- ⚡ Participate in meetings of the maintenance action Plan;
- ⚡ Maintain and update the various data for analysis purposes;
- ⚡ Lead incident analysis with Operators;

### Staff Supervision

- ⚡ Coach the cement Operators, under his responsibility, on the procedures and work instructions;
- ⚡ Identify the training needs, plan, ensure and improve the technical development of cement Operators under his responsibility, through training sessions;
- ⚡ Ensuring the transfer of information during the shift crossing;
- ⚡ Apply communication mechanisms, deploy messages from management in a clear and precise manner to employees under their supervision;
- ⚡ Actively participate in the process of recruiting and selecting employees of his department;
- ⚡ Promote harmonious working conditions favoring an adequate climate.



## Job Description - McInnis Cement

### Shift Supervisor

#### YOUR PROFILE

- ⚡ DEC in production or maintenance management, or any technical training combined with relevant experience;
- ⚡ 5-8 years of production supervision experience in heavy industry and personnel management;
- ⚡ Ability to analyze, solve problems and prioritize;
- ⚡ English fluency is essential;
- ⚡ Excellent stress management in emergency situations and work under pressure;
- ⚡ Excellent interpersonal skills;
- ⚡ Excellent verbal and written communication skills;
- ⚡ Listening, questioning and feedback skills;
- ⚡ Practical experience in training design and as a facilitator;
- ⚡ Positive attitude and leadership;
- ⚡ Availability to work shift (alternating day and night, weekend included) and for overtime.
- ⚡ Driving license required

#### WHAT WE OFFER

- ⚡ To work in a growing Quebec organization, where you will find a dynamic and friendly work environment;
- ⚡ Challenges and projects by the ton;
- ⚡ A remuneration well above the market average;
- ⚡ A competitive benefits' program.
- ⚡ The opportunity to evolve professionally in a company conveying human values such as honesty, ethics, respect and fairness

Please send your resume to [careers@cmcinnis.com](mailto:careers@cmcinnis.com), to the attention of **Julie Rebecq, talent Acquisition Specialist**.