JOB DESCRIPTION

Job Profile: Plant Operator
Business Title: Plant Operator
Department: Operations
Reports To: Operations Manager
Supervisory Duties: No
Job Level: Intermediate-Advanced
Job Family: Operations
FLSA Status: Non-Exempt

Position Summary

Reporting to the Operations Manager, the Plant Operator is a key contributor to Zinpro’s success by manufacturing the organization’s products according to established production specifications and schedules; volume, cost, and wastage targets; and quality standards. Work will center around performing routine tasks and responsibilities involving the operation, maintenance/repair, and management of Zinpro plant equipment or other tasks under close supervision. Working both independently and collaboratively with team members and management, the Plant Operator has an active role in improving, operating, and maintaining all processes associated with the plant. Success in this position requires the ability to work with complex machinery and perform physically demanding work while ensuring the safety of self and others. This role is based in a Zinpro manufacturing plant.

Essential Functions

• Controls, operates and maintains the automated production machinery that blends, mixes, processes, dries, fills, and packages Zinpro products
• Operates a variety of equipment, including reactor, dryer, blending, bagging equipment, and material handling equipment
• Drives changes in safety, working conditions, and use of equipment to increase efficiency of department, shop, or work team
• Performs all tasks in compliance with company policies, procedures, work instructions, and training
• Performs preventative maintenance and troubleshooting activities on production equipment
• Handles, lifts, and transports product and operates miscellaneous equipment
• Performs shipping, receiving, and other warehousing tasks
• Perform sampling, data collection, and process operation according to production, regulatory, and feed safety requirements
• Ensures nonconforming raw materials, in-process, and finished products are properly identified, segregated, and dispositioned
• Proactively identifies and participates in implementing measures to improve production methods, equipment performance, and quality of product
• Receives work direction/work orders from management and satisfactorily completes job assignments

Qualifications

Minimum Required:
• High school diploma or equivalent
• Minimum 1 year of experience in a production environment
• Mechanical aptitude and the ability to perform basic troubleshooting
• Basic computer skills (PC) and basic working knowledge of MS Word and Excel
• Ability to read and interpret documents such as safety rules, operating and maintenance instructions, and procedure manuals
• Ability to effectively communicate with coworkers and management

Preferred:
• Post-secondary education
• 3 plus years’ experience in a related production environment or industry such as chemical, feed, paper, ethanol, or dairy manufacturing
• Demonstrated ability to troubleshoot and perform maintenance-related tasks
• Boiler operation experience
• Experience using Computerized Maintenance Management Systems (CMMS) or inventory management systems such as Enterprise Resource Planning (ERP)
• Experience supporting ISO 9000 Quality Systems, GMP’s, or Lean Manufacturing methods

Work Environment and Physical Requirements
The work environment characteristics described here are representative of those an employee encounters while performing the essential functions of this job.
• While performing the duties of this job, the employee often works near guarded moving mechanical equipment and may handle toxic or hazardous chemicals
• The employee is frequently exposed to heights, confined spaces, and hot and cold conditions
• The noise level in the work environment varies from quiet to loud

The physical demands described here are representative of those that must be met by an employee to successfully perform the essential functions of this job.
• While performing the duties of this job, the employee is regularly required to stand, stoop, kneel, crouch, climb or crawl
• The employee must regularly lift and/or move up to 60 pounds
• While performing the duties of this job, the employee must wear required Personal Protective Equipment (PPE)

Schedule Requirements
The plant operator is expected to work a 40-hour work week and occasional overtime. Employees will rotate between 1st, 2nd, and 3rd shift.

Travel Requirements
This position will work primarily at their home manufacturing plant facility and may engage in occasional company-sponsored travel.

Core Values
Must represent the following skills and qualities that align with Zinpro’s Core Values:
• People: Treats others with respect, fairness, and empathy. Demonstrates personal leadership and career development. Develops and supports the personal and career growth of others. Contributes to our winning team while having fun and celebrating successes.

• Integrity: Is honest and trustworthy; upholds confidentiality. Fulfills commitments and is accountable for results (both wins and failures). Always does the right thing; honors their word.
• **Collaboration**: Encourages cross-department teamwork, values diverse perspectives, and seeks opportunities to support others. Listens attentively; acts with positive intent and assumes others are doing the same. Recognizes the value of enterprise thinking to benefit Zinpro as a whole.

• **Innovation**: Learns, creates, and acts boldly. Has an entrepreneurial mindset. Pursues continuous improvement with a sense of urgency and without fear of failure.

• **Quality**: Designs work for maximum effectiveness and efficiency. Delivers consistent, reliable work to avoid waste and rework. Ensures final products and services are of value to our customers.

• **Excellence**: Sets high expectations for himself/herself and for others. Delivers exceptional results. Always strives to be better.

• **Customer Focus**: Is attentive to customers’ priorities, interests, and needs. Strives for win-win relationships with customers. Creates opportunities for customers to thrive.

Zinpro is an Equal Opportunity Employer and does not discriminate on the basis of race, religion, color, sex, age, national origin, or disability.

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