



*The same company you trust ... now owned by Trystar, LLC.*

## **Job Title: Production Supervisor – Troy MI**

### **Job Description:**

As part of Trystar, LLC (Faribault, MN), Controlled Power Company is a leader in the engineering and manufacturing of the highest quality commercial and industrial electrical power quality solutions and related services at the heart of supporting our electrical infrastructure. Trystar is a leader in power distribution equipment and related services. Our team members at all locations focus on producing the highest quality products in the industry and providing industry-leading service. Safety and integrity are our guiding principles, and we work together to achieve excellence for our customers every day.

Our team members are our most important asset. We are in search of a **Production Supervisor** who will lead and guide our teams to meet/exceed customer expectations, and achieve strategic and aspirational growth plans while following our guiding principles and values. Under the direction of the Manufacturing Value Stream Manager, the **Production Supervisor** will lead a team of manufacturing associates to execute production, implement and improve effective manufacturing processes, utilize concepts of Lean and Six Sigma to drive a culture of safety, quality, and continuous improvement to achieve key performance metrics and meet/exceed customer expectations. The **Production Supervisor** position is an important part of Trystar's plan to become the world's foremost custom solution provider.

We are looking for people who believe in our guiding principles and values of:

- **Safety** – We believe everyone should leave Trystar facilities in the same or better condition than when they arrived.
- **Integrity** – We're honest, transparent, and committed to doing what's right.
- **Customer focus** – We have relentless focus on our customers and their success.
- **Right with speed** – We use good judgement, make thoughtful decisions quickly, and execute them with purpose and intensity.
- **Play for each other** – We're a team. We show up for each other and we know that through teamwork we achieve greatness.
- **Champion change** – We know adaptation and improvement are requirements to survive and to thrive.
- **Enjoy the journey** – We create an environment where our team feels appreciated and has fun along the way.

### **As a Production Supervisor, you will get to:**

- Be accountable for operating a safe working environment for all employees including: leading by example, on-the-spot correction of safety hazards, and timely incident reporting.
- Create a culture of accountability and empowerment in the production environment.
- Install and facilitate daily management "Stand-Up Meetings" ensuring that all team members understand the daily production expectations, and providing a forum to immediately escalate and resolve any issues.

- Guide the Team Leads to ensure effective cross-training for the production workforce (including backups from other areas) to assure a continuously operating and smooth-running department.
- Perform supervisory responsibilities in accordance with company policies and applicable laws including: interviewing, hiring, and training employees; planning, assigning, and directing work; as well as appraising performance. Partner with the HR department in rewarding and disciplining employees, addressing complaints, resolving problems, and treating all employees fairly.
- Perform employment decisions related to associates, as well as performance assessments of all direct reports, Team Leads, and associates.
- Recognize employees for results and behaviors which support our values and principles that lead to customer satisfaction.
- Be accountable to the Manufacturing Value Stream Manager for performance of the department's metrics related to Safety, Quality, Inventory, Cost, Delivery, and People.
- Be a change-agent within the department; driving continuous improvement and elimination of scrap materials and waste.
- Acquire and expand knowledge of products, processes, equipment, and quality standards to develop/update standard work procedures and cross-train production employees.
- Instill and maintain a positive can-do team atmosphere within the department, hold regular team meetings, assign tasks to team members, and coordinate support services outside of the production team as needed. Utilize the "Tier Accountability Meetings" and "Team Improvement Boards" to ensure results.
- Escalate key issues and opportunities to the Manufacturing Value Stream Manager with proposed solutions, and participate in the execution of follow-on actions.
- Be responsible for all aspects of managing the department shift to include developing, coaching, and mentoring Team Leads and associates, and ensure that team input is used to thoroughly evaluate decisions to be rapidly implemented.
- Take ownership of compliance and accuracy of values and proper usage of the ERP / MRP system.
- Facilitate and support the identification, selection, and prioritization of process improvement projects.
- Perform other duties and projects as assigned.

## **Job Requirements:**

### **Basic Qualifications:**

- High School diploma.
- 2 years of leadership experience in a manufacturing environment.
- Computer literacy including Microsoft Office (Word and Excel primarily), as well as MRP transactions (Epicor preferred).
- Ability to work department shift hours and relevant overtime with the manufacturing team.

### **Preferred Qualifications:**

- Basic knowledge of electrical, mechanical assembly, and/or fabrication; strong mechanical aptitude.
- Associate's or Bachelor's degree preferred.
- Demonstrated and effective leadership style, with a positive and proactive approach to supervision; as well as a proven ability to build high-performing teams.
- Excellent people skills with a proven ability in supervising, coaching, and training employees.

- Ability to develop Team Leads and front-line employees to grow their skills and achieve desired metrics.
- Ability to adapt and thrive in a fast-paced / high-growth work environment.
- Have a passion for Trystar, its culture, and a commitment to deliver on growth and performance metrics.
- Able to pass a pre-employment physical and drug test.
- Must adhere to all the PPE requirements to perform the job safely; including but not limited to Eye, Hands, Feet, and Hearing protection.

### **What We Offer:**

- Hours: Full time, Monday – Friday; 5:30a – 1:30p; additional overtime may be required.
- Excellent health and insurance benefits (medical, dental, optical, life; as well as short-term disability).
- 401(k) plan with company match and PTO (paid time off); both granted with length of service.
- Opportunities for growth.