



Job Title: Feed Mill Superintendent
Location: Horace, IL
Reports to: Feed Operations Manager
Salary: Salary Dependent on Experience (*Incentives per established scale*)

Required Education and Experience: Associates Degree in Business Management, Animal Science or related program. Background in mill production and agriculture background preferred, or related manufacturing process.

Job Requirements:

- Must possess excellent communication skills
- Has a self-motivating personality with skills in team-building and change management
- Demonstrates the ability to interact effectively with management and customers
- Knowledgeable in Microsoft Office including Excel and Word

Essential Functions:

1. Ensure all established personnel and safety policies are followed within the mill: Staff, Visitors, & Contractors
2. Responsible for quality standards and Good Manufacturing Practices as defined by Equity's HACCP & FSMA plans
3. Execute standard feed mill operational tasks (*List below not all inclusive*)
 - a. Housekeeping, Production scheduling & sequencing, Drug management, Maintenance PM program, Ingredient & Finished Feed Inventory Management
4. Assist Feed Operations Manager & other management in defining the expectations above & building key performance metrics
5. Lead mill staff through continuous improvement, regulatory changes, & new customer requirements
6. Understand basic reports & metrics displaying the health of overall mill operations: Safety, Quality, Throughput, Financials.
7. Responsible for supervisory tasks in accordance with the organizations policies and applicable laws for all direct reports:
 - a. Interviewing, hiring, and training employees; Planning, assigning, and directing work; Evaluating performance, disciplining employees, addressing complaints, and resolving problems.
8. First responder and manager of immediate/minor maintenance issues to maintain production and ensure customers are serviced
9. Strive for individual growth and personal development – technical and leadership

Work Environment: The nature of the business requires extended hours. While performing the duties of the job, the employee occasionally works outside near moving mechanical equipment and may work in high, precarious places with exposure to fumes or airborne particles, and vibration. Noise level in work area is usually loud.

Physical Demands: The physical demands include lifting objects up to 50 pounds.

Travel: The employee may be required to travel to other facilities in The Equity trade area.

Other Duties: Please note this job description is not designed to cover or contain a comprehensive listing of activities, duties, or responsibilities that are required of the employee for this job. Duties, responsibilities and activities may change any time.

Please send resume to Matt Repking – Matt.Repking@theequity.com