



**HOLDRITE® Job Description: Plastic Injection Technician II (Processor), La Vergne, TN**

**PRIMARY PURPOSE OF JOB AND CONTRIBUTION TO ORGANIZATION:**

This position supports department objectives by leading plastic departments and assigned associates in accomplishing their daily tasks to ensure maximum productivity, job safety and quality. The position will require competencies that include training, set-up, molding, tooling, quality inspection and leadership.

**ESSENTIAL TASKS AND RESPONSIBILITIES:**

*The following job functions are not all-inclusive. The employee will be required to perform other job-related tasks/responsibilities requested by the supervisor. Job duties may change as required by needs of company.*

1. Assist Production Supervisor with machine efficiency, productivity and other daily tasks.
  - Lead a team of people in execution of daily production tasks, work scheduling, training, maintenance and in continuous improvement within the department
  - Implement lean manufacturing techniques to support process improvements, inventory reduction, and overall operating efficiencies within the area
  - Maintains, modifies, and enhance injection molding processes to minimize scrap, reduce down time and optimize cycle time, including programming and setting up parameters of injection machines
  - Assist with preparation for start of work to ensure machines are ready
  - Assist with assigning work schedules
  - Working alongside associates, provide oversight and guidance; prioritize work as necessary
  - Respond to problems by performing corrective technical solutions or ability to troubleshoot plastic injection molding problems through processing ability
  - Participates or lead in troubleshooting and problem solving projects on any production related problems. (I.E. machine breakdown, scheduling problem, etc.)
  - Post all work orders at the end of working day
  - Recommends modifications to existing methods or procedures
  - Train entry level Process Injection Technicians and manufacturing associates, evaluate training program and adjust as needed to ensure their development
2. Ensure safety standards are maintained in the Plastic Injection area.
  - Performs all work in accordance with established safety procedures, specifications and/or codes

- Communicate safety policies to Associates and ensure that all Associates are following company safety standards
  - Notify Production Supervisor of any unsafe conditions or Associates not performing work safely or productively
3. Ensure Molds are set up to meet production demand.
    - Perform mold setups on daily basis or as often as needed
    - May require bench testing molds
    - Change injection molding tools according to setup procedures
    - Ensure tool is not going to crash and that all timing is set up correctly
  4. Assist with the development of new products
    - Perform product sampling and determine optimal machine setups for new products
    - Provide input and documentation to new product team to assist with product development
  5. Ensure work area is maintained in a clean and orderly manner.
    - Maintain an organized environment in the area throughout the day
    - Supervise daily clean-up of work area
    - Ensure scrap bins are emptied as needed
    - Ensure bulk storage area is clean and organized at all times
  6. Assist Supervisor with inventory.
    - Conduct inventory monthly, quarterly and yearly (as needed by Supervisor)
    - Maintain an accurate physical count on inventory of all products at all times
  7. Maintain Company quality standards in all work area activities.
    - Troubleshoot and adjust molding parameters to maintain quality and maximum product output
    - Observe quality of all production leaving the work area
    - Assist and/or lead quality checks and inspections
    - Notify Supervisor of quality issues and assist with correction of production quality as necessary

**QUALIFICATIONS:**

This position requires a high school diploma or GED. The successful candidate should have a minimum of five years' experience of 'hands-on' injection molding and similar experience dealing in plastic polymers as well as leadership experience. Evidence of strong leadership, organizational, and communication/interpersonal skills is a must. Working knowledge of plastic injection operations to include experience Plastic Injection Machines up to 600 tons is preferred. Familiarity with data entry computer skills is preferred. This position may require forklift certification.

**SUPERVISION RECEIVED:**

This position receives frequent daily supervision and instructions from the Production Supervisor. Incumbent's work is reviewed daily by Supervisor.

**SUPERVISORY RESPONSIBILITIES:**

This position is a hands on position that oversees other production staff on the specified shift in the department to ensure that all employees are working safely, efficiently and diligently to meet production standards. Leads, instructs and trains employees on an ongoing basis to perform the department functions. This position has no legal supervisory authority.

**INTERACTION WITH OTHERS:**

This position interacts frequently with Supervisor or other Supervisors/Managers. This position interacts constantly with other Associates.

**PHYSICAL DEMANDS OF JOB:**

This position requires constant sitting or standing, use of hands and fingers, and hand-eye coordination. This position also requires frequent walking, talking, hearing, and occasional turning, twisting, bending at waist and reaching with hands and arms. Incumbent must be able to frequently lift and carry up to 50 pounds and occasionally lift and carry up to 75 pounds. Good close and peripheral vision, good depth perception and ability to adjust focus are required.

**WORK ENVIRONMENT AND SPECIAL CONDITIONS:**

This position works primarily indoors in a manufacturing setting with occasional exposure to outdoor weather conditions which may be hot, cold, humid or dry. This position constantly works around moving mechanical parts and machinery. This position is occasionally exposed to dusts, airborne particles and frequently exposed to oil, grease or dirt. A loud noise level is typical for the work environment of this job.