



Job Description

Job Title: Paint Department Manager

Reports To: General Manager

Department: Paint Department

Division: Easley

Prepared By/Date: Mike Hachee

Summary: Supervises and coordinates activities of workers engaged in mixing paint, preparing surface of object to be painted, painting object, and drying or baking paint on object by performing the following duties.

Essential Duties and Responsibilities include the following. Other duties may be assigned.

Computes paint mixture formulas.

Plans and programs sequence of tasks for robots in spray paint booth.

Moves controls to adjust furnace temperatures, paint supply, hydraulic pressure, or conveyor speeds.

Inspects painted surfaces for paint coverage, flow of paint, and color quality.

Measures thickness and viscosity of paint applied to objects.

Studies production schedules and estimates worker hour requirements for completion of job assignment.

Interprets company policies to workers and enforces safety regulations.

Interprets specifications and job orders to workers, and assigns duties, solves issues

Establishes or adjusts work procedures to meet production schedules, maintains records

Implements measures to improve production methods, equipment performance, and quality of product.

Suggests changes in working conditions and use of equipment to increase efficiency of shop, department, or work crew.

Attend all required training as it relates to Hazardous Waste Management procedures, to include but not limited to the companies SPCC Plan, handling, storage, disposal, labeling, etc of waste

Competency:

To perform the job successfully, an individual should demonstrate the following competencies:

Understanding of fluid flow, Fan Air, electrostatic- Voltage, Atomization Air

Understand robot operation to include basic maintenance trouble shooting, programming, PLC

Knowledge of and full operational ability to trouble shoot and perform basic repairs of conveyor, oven, paint- booth, water-wash, AMU

Maintenance of equipment, guns, pumps, regulators, flow meters, color stacks

Understanding of the color change process and flushing process

Full understanding of the paint process from loading parts to inspection of defects

Problem Solving - Identifies and resolves problems in a timely manner.

Oral Communication - Listens and gets clarification.

Team Work - Contributes to building a positive team spirit.

Change Management - Communicates changes effectively.

Leadership - Inspires and motivates others to perform well.

Quality Management - Looks for ways to improve and promote quality.

Planning/Organizing - Organizes or schedules other people and their tasks.

Qualifications:

To perform this job successfully, an individual must be able to perform each essential duty satisfactorily.

The requirements listed below are representative of the knowledge, skill, and/or ability required.

Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

Education/Experience:

Minimum 2 year degree from college or technical school; 5 years experience working in an automated paint line environment. Or equivalent combination of education and experience.

Language Ability:

Ability to read and interpret documents such as safety rules, operating and maintenance instructions, and procedure manuals. Ability to write routine reports and correspondence. Ability to speak effectively before groups of customers or employees of organization.

Math Ability:

Ability to add and subtract two digit numbers and to multiply and divide with 10's and 100's. Ability to perform these operations using units of American money and weight measurement, volume, and distance.

Reasoning Ability:

Ability to apply common sense understanding to carry out simple one- or two-step instructions. Ability to deal with standardized situations with only occasional or no variables.

Computer Skills:

To perform this job successfully, an individual should have knowledge of Order processing systems and Manufacturing software.

Work Environment:

The work environment characteristics described here are representative of those an employee encounters while performing the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

While performing the duties of this Job, the employee is regularly exposed to work near moving mechanical parts. The employee is frequently exposed to fumes or airborne particles and toxic or caustic chemicals. The employee is occasionally exposed to outdoor weather conditions; extreme cold (non-weather); extreme heat (non-weather) and risk of electrical shock.

The noise level in the work environment is usually moderate.

Physical Demands:

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. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

The employee must frequently lift and/or move up to 50 pounds. Specific vision abilities required by this job include Close vision, Distance vision and Ability to adjust focus. While performing the duties of this Job, the employee is regularly required to stand; walk; use hands to finger, handle, or feel; reach with hands and arms and talk or hear. The employee is occasionally required to sit; climb or balance; stoop, kneel, crouch, or crawl and taste or smell.