



Mitsubishi Hitachi Power Systems Canada, Ltd. (MHPSC) is a major supplier of custom welding, machining, assembly, and field services to the energy industry in Canada and around the world. We are currently seeking a permanent, full-time **Plant Supervisor** to join our highly skilled team at our manufacturing plant in Saskatoon.

Type: Permanent, Full-Time
Position: Plant Supervisor
Department: Custom Fabrication
Reports to: Manager, Custom Fabrication
Direct Reports: Lead Hands

Profile:

The Plant Supervisor is responsible for day-to-day production activities and plant operations. The Plant Supervisor directs and coordinates the work team to achieve safety, environmental, quality, delivery, and cost requirements. This leadership position serves as a member of the Custom Fabrication leadership team and works with the Manager, Custom Fabrication to develop operational strategies and systems that align with and support MHPSC's business goals and objectives.

This leadership position's scope of impact is not limited to its primary responsibility for reporting employees. As a contributing member of MHPSC's leadership team, it has the potential to exercise considerable influence over the overall success and profitability of the company by recommending strategies and actions to company Executives and Management, and hiring and mentoring high performing employees.

Responsibilities:

- Promote a safe working environment
- Translate mandates and directives from the Manager, Custom Fabrication into realistic goals and action plans for employees within the Custom Fabrication group
- Work through Lead Hands to ensure coordination and achievement of area objectives, including safety, environment, cost, quality, and delivery
- Provide visible support and leadership in the implementation of MHPSC's safety management system
- Introduce initiatives to improve safety, health, and employee relationships in the work environment
- Provide visible leadership and support in the implementation of continuous improvement activities and methods
- Monitor trends and supervise initiatives in the compliance and use of processes, SOG, operations tasks and equipment
- Introduce systems to track and improve operational and project effectiveness
- Review progress against objectives and implements operational changes as required, such as IFE budgets, safety, and headcount

MITSUBISHI HITACHI POWER SYSTEMS CANADA, LTD.

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- Develop and execute plans to ensure the area has the required resources for staffing, materials, equipment, and production plans to meet project requirements
- Supervise manufacturing activities of the plant, oversee production volume, quality, and costs, including QA systems and standards training, and root cause/corrective action
- Ensure production schedules and contractual customer delivery dates are met
- Ensure MHPSC policies and safety standards are followed
- Prepare and maintain production and inventory reports
- Assess training needs, and provides coaching and support to reporting employees
- Conduct annual performance reviews of reporting employees according to company standards
- Identify, mentor, and monitor reporting employees who demonstrate superior levels of competency and leadership potential within MHPSC, and ensures they are involved and engaged in the company's management succession/development process
- Recruit and select reporting employees according to MHPSC human resources policies and standards
- Maintenance of equipment on an ongoing basis while working with the Maintenance department for preventative maintenance and continuous improvement to equipment safety, product quality, and productivity
- Utilize as well as introduce new technology for safety, quality, and productivity improvements.

Requirements:

- Demonstrated commitment to safety
- A combination of education and experience, including Journeyperson certification in Welding and/or Fabrication, or a Diploma in Engineering Technology, and/or experience in a manufacturing environment.
- 7 – 12 years of progressive supervisory and leadership experience in a manufacturing organization (preferred).

Competencies:

Policy-Oriented Thinking: Analyzes and diagnosis problems and challenges effectively and applies MHPSC policy and procedures to overcome or remedy them. Good judgment and a working knowledge of MHPSC policies and procedures is required to choose the right problem-solving approach and method to be used.

Results-Oriented Leadership: Acts to support and develop others to perform in accordance with set expectations and goals. It involves measuring, managing, and monitoring individual and team performance against short and long term objectives, best practices, prescribed performance expectations, and company policies.

Team Leadership: Provides technical leadership and coaching to assist people to work toward a shared purpose in the best interests of the company. It involves supporting, developing and mentoring a diverse workforce. Team leaders demonstrate concern for individual differences and employee morale. The "team" here should be understood broadly as any group in which the person takes on a leadership role.

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Functional Business Acumen: Demonstrates a basic knowledge of business administration and business-related systems, programs, procedures specific to one of the company's business lines and/or functional areas. Provides technical expertise and advice to priorities and business decisions specific to the business line and/or functional area.

Impact and Influencing: Acts effectively to persuade, convince or influence others, in order to have a specific impact or effect. Demonstrates considerable interpersonal, persuasion, and negotiation skill to gain buy-in and affect positive change.

Listening, Understanding and Responding: Acts to understand and respond appropriately to the concerns of others and/or intervene to resolve interpersonal conflict or disputes.

We Offer:

- Competitive compensation
- Comprehensive benefits package
- Company-matched pension plan
- Paid wellness time which converts to vacation time if unused
- Education spending account
- Safety apparel allowance
- Social Club activities
- Community involvement initiatives
- Continuous training opportunities

MHPSC is a wholly-owned subsidiary of Mitsubishi Hitachi Power Systems, Ltd. We enjoy the benefits of being part of a large international corporation and the advantages of operating locally, with the chance to work on products that help generate energy locally and internationally.

To apply for this position, please forward your resume and cover letter to careers@psca.mhps.com or apply online at www.pasca.mhps.com.

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