



<b>Job Title</b>	Raw Sugar Operations and Maintenance Engineer	<b>Posting Date</b>	September 26, 2022
<b>Location</b>	Palm Beach County, Florida	<b>Salary Range</b>	\$80,000 - \$90,000
<b>Reports To</b>	Mill Tandems Manager		

### **COMPANY DESCRIPTION**

Sugar Cane Growers Cooperative of Florida (SCGC) is comprised of 39 mostly family-owned member-growers who produce approximately 4 million tons of sugarcane yielding approximately 400,000 tons of raw sugar and 20 million gallons of molasses, grown on over 75,000 acres of land primarily in Palm Beach County, Florida. With over 500 employees, the Cooperative is responsible for the mechanical harvest of sugarcane on more than 75,000 acres of land per annum, and then processing and marketing the sugar, molasses and other by-products. Learn more at [SCGC.org](http://SCGC.org).

In addition to our core business, (SCGC), along with its partner Florida Crystals Corporation, own and operate the world's largest cane sugar refining company ASR Group International, Inc. ASR Group owns nine sugar refineries and two raw sugar mills in seven countries with the capacity to produce more than 6 million tons of refined sugar annually. The company produces a full line of consumer, industrial specialty and food service products under various prestigious brand names including Domino®, C&H®, Redpath®, Tate & Lyle®, Lyle's® and Sidul®. Learn more at [ASR-Group.com](http://ASR-Group.com).

In 2018, SCGC, Florida Crystals Corporation and ASR Group founded and launched Tellus Products, LLC. Tellus is an innovative packaging company that upcycles our left over sugarcane fiber and converts it to sustainable tableware and foodservice products, including plates, bowls and take-out containers that compost back to soil in less than 75 days. Learn more at [TellusProducts.com](http://TellusProducts.com).

### **POSITION SCOPE**

Reporting to the Mill Tandems Manager, the successful candidate will be a progressive, forward-thinking individual who will assume immediate charge of developing, managing and optimizing day-to-day operational activities and production targets associated with operating a large industrial processing facility.

### **POSITION STRATEGIC OBJECTIVES AND KEY DELIVERABLES**

As a leader within the Cane Milling Operations and Maintenance Team, this position shall contribute a high level of energy and leadership in this role. The individual must be strategic, being able to think broadly with vision and deliver results through comprehensive operational planning and maintenance scheduling and optimization, but also tactical in the sense of maintaining production targets and equipment uptime while addressing day-to-day matters and solving routine-to-complex problems that emerge.

### **DETAILED ROLES AND RESPONSIBILITIES**

#### **Business Partnership**

- Maintains current knowledge of industry trends and technologies
- Maintain an effective level of business literacy including company goals, mission, financial position, strategy, competition, technology and culture.
- Support Continuous Improvement (CI) efforts via active support and championing of program

#### **Motivation & Engagement**

- Understand and address employee needs on a prompt basis
- Shape a high-performance culture that helps unlock the potential of our employees through thoughtful and well-executed Motivation & Engagement Plans
- Lead communication efforts across the facility

#### **Projects**

- Manage key projects, programs and initiatives, as necessary

- Participate in Group-wide projects, programs and initiatives, as necessary

#### **External Relations**

- Engage in the organization programs to build and maintain relationships with technical and industry recognized societies.
- Maintain relationships with manufacturers of equipment, technical consultants and other vendors.

#### **Other**

- This position requires approximately (6) month rotating (8) hour shift commitment during the Harvest Season
- This position requires approximately (6) month (8) hour workdays during the Repair Season
- This position may be required to perform other duties not listed, as necessary

#### **SUPERVISORY RESPONSIBILITY**

- Provide Leadership to (10) direct reports:
  - (1) Mill Leader
  - (1) Attendant Dumper
  - (2) Mill Helper
  - (1) Mill Cleaner
  - (1) Laborer
  - (2) 1/C Mechanic
  - (1) 1/C Welder
  - (1) Mechanic Helper

#### **ESSENTIAL COMPETENCIES:**

- Overall shift responsibility in the successful operation and maintenance outage repairs as it pertains to the day-to-day operation of (2) High Volume Sugar Cane Milling Tandems not limited to the following:
  - Cane Trailer Dumping Systems
  - Single-stage steam turbines
  - Throwback style Cane Knives
  - Sugar Cane Milling Tandems and all associated appurtenances
  - Gearboxes and speed reducers
  - Centrifugal fans and positive displacement blowers
  - Industrial process pumps
  - Pressure vessels and storage tanks
  - Belt, slat, screw and apron conveyors
  - Hydraulic systems
  - Cooling towers and heat exchangers
  - Filtration systems
  - Machining and in-house fabrications
  - Pipe fitting and other weldments
- Managing, optimizing, meeting or exceeding
  - Operational planning and scheduling targets
  - Production based performance indicators and workmanship
  - Asset lifecycle management
  - Operational efficiency and productivity
  - Unit-based operational expense management
  - Annual OPEX budget
- Developing, implementing and maintaining
  - Emergency corrective equipment repairs to satisfy production goals
  - Detailed annual outage maintenance plans, schedules and work descriptions
  - Work Order approval, scheduling, execution, close-out and historical reviews
  - Predictive and Preventative maintenance programs

- Equipment maintenance and technology improvements
- Employee goals and objectives
- Employee training and development
- Standard operating procedures and associated reference documentation
- OSHA and internal Environmental, Health and Safety standards and protocols

#### **ESSENTIAL WORK EXPERIENCES**

- Minimum 8 years of direct experience managing maintenance operations, achieving production targets and oversight of personnel to achieve the organizational goals of a large industrial manufacturing facility.
- Excellent interpersonal communication skills (verbal and written)
- Strong computer competency and proficiency in MS Office Suite
- Experience utilizing CMMS and ERP systems
- Advanced analytical skills with the proven ability to communicate complex data to various stakeholders
- Continuous Improvement Certifications desired, but not required.

#### **ESSENTIAL EDUCATION REQUIREMENTS**

- Bachelor's degree in Mechanical Engineering, or relevant discipline, from an ABET accredited institution, or internationally accredited equivalent
- Advanced degree desired, but not required.
- Fluent/Bilingual in Spanish a plus