



Plant Manager – Calgary, Alberta CA

Company Overview

FMC Corporation is a leading specialty company focused on agricultural and lithium technologies. We are proud that our products help grow the world's food, improve health and contribute to a more sustainable energy supply.

FMC is a globally diverse organization that offers its employees exciting opportunities to work on challenging projects that are important to the achievement of our strategic objectives. Your education and professional experience are valued and put to use from day one. Your success at completing key initiatives can result in a varied, progressive and fulfilling career with FMC.

With a corporate culture of innovation, integrity, responsibility and customer intimacy, we foster “The Right Chemistry” in everything we do. We are looking for people to join us in creating, developing, and improving our products, our processes, and our markets. If you are ready to make a difference every day, FMC is ready to talk to you.

Position Overview

The Plant Manager has overall accountability for the FMC Calgary Plant operations including EHS performance, production, customer satisfaction, financial management, product quality, community outreach, and Responsible Care.

Responsibilities

1.0 ENVIRONMENTAL, HEALTH, AND SAFETY

Create a culture where EHS performance is embraced as a Core Value

- Champion a culture of root cause analysis and preventive actions
- Establishes an organization with a high level of accountability and ethics
- Maintains site policies and procedures with alignment with company policy and standard practices
- Ensure a presence on the plant floor to ensure policies and principles consistently executed through the site
- Establish and maintain working relationships with community leaders, state and local organizations, regulatory officials, and other producers to sustain plant operations and support Responsible Care
- Directs Responsible Care activities for the site

2.0 LEADERSHIP

Develop the strategies and priorities for the Plant that will best support our competitive position in the future

- Dedicated to a work environment that fosters employee engagement and alignment with Core Values
- Leads Calgary's strategic planning (e.g., operating review, facility plan, budget) to ensure competitive performance level is achieved and is consistent with Ag Solutions Business initiatives
- Develop, communicate and ensure commitment to the business measures/goals required for success
- Lead the process for prioritizing and allocating resources to ensure functional responsibilities are effectively and efficiently managed and improved
- Support discovery, benchmarking, development and implementation of new systems for the site

3.0 PEOPLE DEVELOPMENT

Ensure Calgary employees have opportunity for growth and development in order to attain their career aspirations and maximize their potential

- Ensure that functional activities are performed at the appropriate levels of the organization and that resources are in place to build capability where skill gaps have been identified
- Provide direct reports structured feedback on performance.
- Coach and mentor team members so that competencies are developed and maintained
- Engage the full organization and build a culture of inclusion_

4.0 OPERATIONAL EFFECTIVENESS

Ensure organization processes, systems and resources are maximized

- Plan, organize and direct all aspects of plant operation including but not limited to, production resource planning, engineering, materials management, quality of products and capital management
- Champion change processes to optimize business performance
- Lead Operational Excellence initiatives to maximize plant performance and predictability
- Focus on overall performance of support organizations to capture and leverage synergies

Required Education

- Bachelor of Science degree in Engineering, or equivalent operations experience

Qualifications/Position Requirements:

- The preferred candidate will have a minimum of 10 years operations leadership experience in a chemical manufacturing facility
- Strong commitment to EHS as a Core Value
- Demonstrated track record or delivering results in a chemical production facility
- Customer commitment and ability to connect markets needs to shop floor performance
- Experience managing a budget, preferably in a Plant environment
- Possess a firm understanding of the strategic drivers and components for success in a business-to-business environment.
- Working knowledge of chemical plant processes and systems, management skills, financial systems, engineering processes, and general experience in plant functional areas
- Experience in an S&OP process and enterprise planning systems
- Management experience in implementing organization-wide initiatives.
- Experience leading an organization through continuous improvement or other quality initiatives

EEO Statement

At FMC, diversity and inclusion are in our DNA. We are proud to be an Equal Opportunity Employer with a commitment to creating an inclusive workplace where all employees can thrive – regardless of race, gender, sex, pregnancy, gender identity and/or expression, sexual orientation, national origin or ancestry, citizenship status, color, age, religion or religious creed, physical or mental disability, medical condition, genetic information, marital status, military or veteran status, or any other basis protected by federal, state or local law. FMC also supports employee participation in company employee resource groups that celebrate the diverse backgrounds of our workforce by providing communities for employees to connect with each other and raise awareness throughout FMC.