



PROXIMO



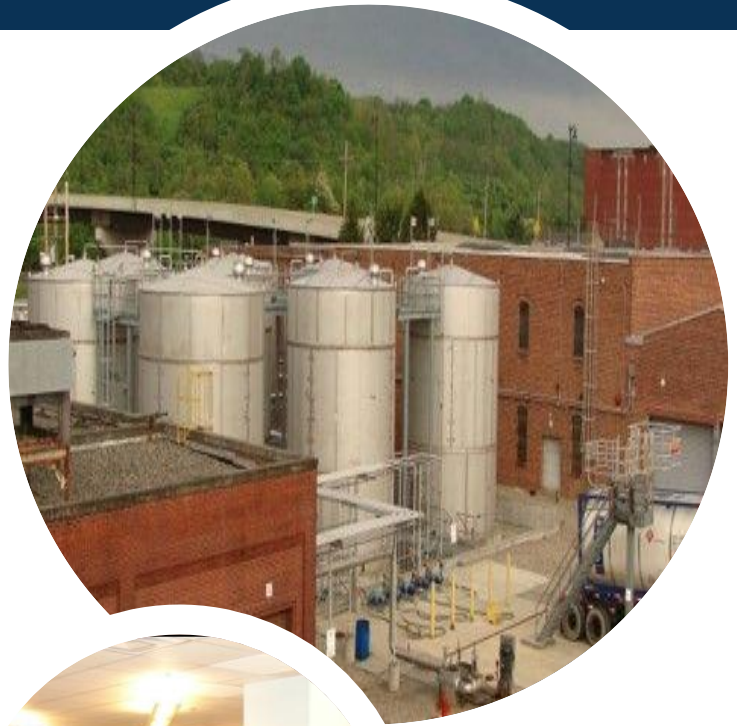
**GENERAL MANAGER**  
**LAWRENCEBURG, IN**

## ABOUT THE ORGANIZATION

Proximo Spirits, Inc., is a \$1B+ American multinational alcoholic beverage company, with its headquarters in Jersey City, New Jersey. It is a major distributor of tequila and other spirits, best known for Jose Cuervo, the world's largest-selling tequila brand. With over 300 employees, the Lawrenceburg, IN facility (Proximo Distillers Indiana - PDI) bottles about 15 million cases a year for all of North America.

## THE OPPORTUNITY

- Do you get energized by the opportunity to utilize your continuous improvement/lean/TPM expertise to continue the building of a world class operation?
- Working alongside a strong operational leadership team, are you ready to strengthen change management and continue building a collaborative, cross-functional culture?
- Are you a servant leader who isn't afraid to roll up your sleeves and get involved at the plant level while driving improvements in safety, engineering, and team collaboration?



## WHAT YOU'LL BE DOING

Reporting to the VP Global Supply Chain, the Plant General Manager provides leadership and strategic vision for all activities at the plant, including planning, quality control, scheduling, capacity, inventory control, safety, supervision, facilities, customer satisfaction, equipment, and budgeting. The Plant GM ensures that all operational/production functions are performed in a timely, cost-effective manner consistent with established operations, procedures, and requirements. This role develops capabilities through training coaching/mentoring, communications, and employee relations. The Plant GM ensures the plant adheres to environmental regulations and requirements and creates a culture of self-directed continuous improvement that cultivates ownership and a Zero Loss mindset at all levels.

# WHAT YOU'LL BE DOING, CONTINUED

## OPERATIONAL EXCELLENCE/CONTINUOUS IMPROVEMENT MANAGEMENT

- Develop practical implementation plans; communicates changes effectively; builds commitment and overcomes resistance; prepares and supports those affected by change; and monitors transitions to evaluate results.
- Drive a culture of continuous improvement to achieve operational excellence by optimizing processes, enhancing performance, and sustaining measurable results across functions.
- Foster high levels of engagement within a high-performance organization.
- Lead and advance a Zero Loss mindset through disciplined loss analysis.
- Achieve and sustain an OSHA incident rate at or below industry benchmarks.
- Identify and resolve issues in a timely manner; gather and analyze information effectively; and develop practical, data-driven solutions.
- Work effectively in group problem-solving environments and apply sound reasoning, even in emotionally charged situations.

## FUNCTIONAL OPERATIONAL OVERSIGHT

- Understand business implications of decisions; display orientation to profitability; demonstrate knowledge of market and competition; align work with strategic goals.
- Prioritize and plan work activities; use time efficiently; plan for additional resources; set goals and objectives; organize or schedule other people and their tasks; develop realistic action plans.
- Develop, implement, and communicate a strategy for the plant to deliver on Safety, Quality, Cost, Cash and Service.
- Ensure highest degree of final quality.
- Maintain knowledge of machine capacity and develop solutions for efficient utilization and increased capacity as required.
- Ensure inventories are effectively balanced through proper accountability and scheduled physicals.
- Manage and improve shipping loading accuracy achievement.
- Continually manage and reduce total plant waste.
- Manage and improve package quality audit scores.
- Manage the operations to generate a P&L statement return to meet the requirements established.
- Meet or beat plant operational budget and plant capital budget.
- Ensure safety programs are coordinated in accordance with all OSHA requirements and all safety rules and regulations are followed.
- Ensure 100% regulatory compliance for safety, environmental and food safety

## WHAT YOU'LL BE DOING, CONTINUED

### SERVANT LEADERSHIP

- Develop, implement, and communicate a clear CBN (Compelling Business Need) and vision for the plant.
- Develop people and build capabilities so that the team is delivering at their maximum potential. Includes staff in planning, decision-making, facilitating and process improvement; take responsibility for subordinates' activities; make self-available to staff; provide regular performance evaluations.
- Develop good working relationships with customers, contractors, and vendors.
- Develop and manage the customer base for bulk spirits and co-packing services required to support the business.
- Improve employee relations through open communication and periodic meetings by self and by staff.
- Communicate clearly and effectively; listen actively; respond well to questions; and present information with clarity in both written and verbal settings.
- Balance individual and team responsibilities; value diverse perspectives; foster a positive, collaborative environment; and support collective success.

### IDEAL CANDIDATE QUALIFICATIONS AND EXPERIENCE

- Bachelor's degree in related field required.
- Minimum of 10 years' experience in manufacturing preferably in the process industries within a world class organization.
- Minimum of 7 years supervisory and plant management experience required.
- Previous TPM implementation experience a plus.
- Previous experience with Lean Six Sigma and High-Performance Work Systems preferred.
- Strong leadership abilities; demonstrated proficiency in effectively mentoring and developing people.
- Knowledge of SAP a plus.
- Versatility, flexibility, and a willingness to work within constantly changing priorities.
- Ability to handle multiple projects and meet deadlines
- Experience working in a union environment a plus.



## THE PAYOFF

Join a globally renowned leader in the spirits industry and the world's largest tequila producer. This is a wonderful opportunity to make a significant impact and grow your career.

Please visit [Gilman Partners'](#) website to apply.



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