



Shift Lead

Netafim USA is the largest subsidiary of the global irrigation, agronomy, and automation leader Netafim Ltd. Our business purpose is to “Help the world grow more with less”. The world’s need for food is growing quickly and yet our global resources are limited. Netafim provides agricultural solutions that enable the world to grow more food, using less water, in a more sustainable way. We are a purpose driven company that was founded by farmers, for farmers. As a subsidiary of a global company our people come from all over the world. They share values such as mutual cooperation, loyalty, dedication, and team support. Our employees work closely with our customers and are committed to providing quality service to everyone we interact and do business with. Our US headquarters and manufacturing facilities are located in Fresno, CA. We employ approximately 270 team members throughout the US and over 5,000 team members globally. You can learn more about our company and the Netafim experience at the following link <https://youtu.be/1UziqnHCkmM>

SUMMARY

The Shift Lead is a hands-on leader responsible for performing all production activities necessary to safely produce and deliver product that meets quality standards, and production goals. Production activities include but not limited to staffing, directing and controlling the activities of his/her respective shift. The Shift Lead is responsible for the wash and pelletizing process. In addition, the Shift Lead is also responsible for safety, environmental quality, and productivity. This position is a rotating shift.

ESSENTIAL DUTIES AND RESPONSIBILITIES

Essential duties and responsibilities of a Shift Lead include but not limited to the following:

- Responsible for safely producing product that meets quality standards and production goals.
- Responsible for personnel safety including training and enforcement of safety policies.
- Responsible to ensure all company Health and Environmental procedures and policies are followed.
- Responsible for the enforcement and monitoring of quality policies. This includes online visual and physical inspections.
- Responsible for meeting productivity objectives including ensuring optimum output, meeting goals, and timely deliveries.
- Responsible for personnel staffing, training, assigning, supervising, enforcing discipline, and ensuring employees abide by the company policies and procedures.
- Responsible for analyzing process and equipment problems and perform limited mechanical and electrical troubleshooting.
- Responsible for all production data entry.
- Responsible for coordinating and restocking production consumables (pallets, fuel, packaging supplies, etc.).
- Responsible for general plant house keeping and cleanliness of equipment.



- If necessary, the Shift Lead may be required to perform some production work.
- Other duties may be assigned.

SUPERVISORY RESPONSIBILITIES

- Meeting Health, Safety, Environmental Quality, and Productivity goals.
- Supervise all personnel and activities of assigned shift.
- See above essential duties and responsibilities.

MINIMUM QUALIFICATIONS

- Two or more years of experience supervising production.
- Able to troubleshoot basic mechanical and electrical systems, preferred.
- Able to operate a computer and familiar with Microsoft Office: Excel, Outlook, Word.
- Forklift certified.
- Must be able to follow simple verbal and/or written instructions.
- Must be physically able to work standing and walking for the duration of the shift.

EDUCATION AND/OR EXPERIENCE

- High School diploma or equivalent
- Two or more years of college or equivalent related experience.

LANGUAGE SKILLS

- Excellent English verbal and written communication skills.

OTHER DESIRED SKILLS

- Ability to prioritize work.
- Ability to work with little or no direct supervision.
- Ability to critically analyze and solve problems.
- Ability to perform basic mathematical calculations.
- Ability to create and write procedures.
- Basic knowledge of Lean Manufacturing.

DESIRED TRAITS AND CHARACTERISTICS

- Strong leader
- Self-motivated
- Team player
- Good attitude
- Desire to succeed
- Good attendance record

PHYSICAL DEMANDS

- Must be able to lift up to 70 pounds.
- Must be physically able to work standing and walking for the duration of the shift.

CERTIFICATES, LICENSES, REGISTRATIONS

- Forklift certified preferred.



- A valid driver's license for the state in which the employee performs his or her driving duties; (must be insurable under our company's liability insurance policy).