



"At the Heart of What Drives Your World"

**Regal Beloit Corporation** is a publicly owned corporation (NYSE: RBC) with operations worldwide. Regal Beloit is a leading manufacturer of electrical and mechanical motion control and power generation products serving markets throughout the world. Annual sales exceeded \$2B in 2008. Regal Beloit is headquartered in Beloit, Wisconsin, and has technology, manufacturing, sales, and service facilities throughout the United States, Canada, Mexico, Europe and Asia.

Regal Beloit has been listed as one of "America's Best-Managed Companies" on *Forbes* magazine's 400 Best Big Companies list (January 2007), and as one of "America's Fastest Growing Companies" in *Fortune* magazine (September 2007).

**Job ID:** 10-442

**Job Title:** Plant Manager

At this time we are looking to fill the position of Plant Manager at our Grove Gear division located in Union Grove, Wisconsin. Grove Gear/Electra-Gear, population over 200, manufactures standard and custom cast iron and aluminum gear reducers for industrial and specialty applications.

**Location:** Union Grove, WI

**Responsibilities:**

This position will have overall responsibility for manufacturing operations and the facility. This position reports directly to the Manufacturing Director of the Mechanical Division, in a functionally aligned organization. Key responsibilities include:

- Provide overall manufacturing leadership/management including long range manufacturing planning, yearly business planning/budgeting, capital planning, staffing, and establishment of projects and initiatives to achieve business objectives.
- Responsible for all operations including production activities, planning, material acquisition and management, EHS, and quality. Ensure optimum daily productivity goals are met within customer and company deadlines for sales, on-time delivery, and quality.
- Perform to monthly financial operating plans, ensuring labor productivity and operating expenses meet or exceed plans.
- Promote and maintain a culture and environment of continuous improvement, based on comprehensive development and execution of Lean business practices and Six Sigma problem-solving. Direct the application of LSS toward improvement in quality/reliability, safety, service, cost, and productivity.
- Establish growth/improvement goals and objectives, along with all relevant key performance indicators. Ensure follow-through on action planning to meet established goals. Drive performance measures to all levels of operations and ensure the culture of employee involvement/continuous improvement develops around the metrics and indicators.
- Overall management of EHS for the division. Implement and monitor manufacturing safety and environmental policies, procedures and training programs, ensuring a safe working environment for all employees, along with regulatory and environmental compliance.
- Accountable for the quality of products and manufacturing process. Ensure that proper training is delivered to all production employees and assess learning effectiveness.
- Accountable for material costs and associated reduction efforts, along with facility inventory management and achievement of cash objectives.
- Work closely with the Business Leader (General Manager) and other functional groups (HR, Quality, Finance, Engineering) to achieve overall business objectives. Manage and lead the functional activities to achieve manufacturing objectives, and accordingly ensure manufacturing supports product development and customer driven growth activity.

- Ensure that adequate equipment, personnel, and plant capabilities are available, and that a thorough preventive maintenance program is in place.
- Responsible for all matters pertaining to the non-union workforce at the facility.
- Exemplify the value system of RBC, with strong focus on moral leadership, competitiveness, self/employee development, and accountability.
- Performs other duties as assigned.

Key metrics include: Internal and external quality of products and services, cost of quality including scrap and rework, DART rate, accident incident rate, on-time full compliance with all environmental and safety regulatory requirements, on-time delivery performance, lead time, cost control and performance to financial plans, plant productivity, cost improvement achieved (Variable Cost Productivity), inventory turns/SOM management, customer survey results (NPS), employee survey results, Lean implementation Assessment score, machine uptime/availability, and on time administration of employee processes such as training, appraisal, corrective action, hiring/replacement, development, etc. Additionally, this position has indirect responsibility for both sales growth and P&L.

**Qualifications:**

- Thorough and progressively responsible manufacturing management experience, with supervision of multi-shift machining operation a plus. Have a minimum of 5 years of production management experience in a non-union environment.
- Demonstrable responsibility for planning, budgeting, and execution in a manufacturing business.
- Possess a minimum of a bachelor's degree in Engineering or Business from an accredited university.
- Understanding of Lean manufacturing principles and Six Sigma problem-solving a strong plus, with proven track record of leading continuous improvement in a complex manufacturing environment.
- Thorough knowledge of manufacturing and employment regulations, policies, practices and procedures. Considerable knowledge of leadership theory and principles of supervision, with track record of application.
- Excellent communication and interpersonal skills.
- Ability to travel for training and development and other business purposes as necessary
- Previous plant manager experience required.
- Demonstrated ability to work collaboratively in a functionalized environment.

We offer a competitive salary and benefits package including 401(k). Qualified candidates should fax/e-mail resume **with salary requirements** to:

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 Subject: Plant Manager