



Lead Hand (Coating Department)

AVAILABILITY:

Shift flexibility for days, afternoons and nights is required.

PAY RATE:

This position's pay rate starts at \$23.00/hour, plus any shift premiums, depending on level of experience. Following successful completion of the 520 hour probationary period, pay rate increases to \$24.45/hour. Following one year of employment, pay rate increases to \$25.54/hour.

KEY RESPONSIBILITIES:

- Ensure that all workers use or wear the equipment, protective devices or clothing that Mott requires to be used or worn
- Advise all workers of the existence of any potential or actual dangers to their health and safety
- Plan and assign work for all team members and inform the Manager/Supervisor when help is needed
- Complete daily schedule and communicate with Manager/Supervisor
- Resolve day-to-day process problems
- Plan and ensure preventative maintenance on machinery
- Coordinate material flow
- Track purchased parts for specific orders
- Use the Mott Inventory System
- Ensure product is made to meet or exceed customer's expectation
- Resolve day to day process issues
- Monitor output
- Coach and provide feedback to team members continuously
- Provide proper training, constructive feedback (counseling) and progressive discipline
- Train department members to build an effective team
- Prepare and present performance reviews
- Apply accurate amount of powder coating using a spray gun

QUALITY BY DESIGN



- Sand and rework parts to acceptable quality when there is any rework
- Maintain and repair coating guns
- Participate in colour changing process including cleaning the booth
- Dry excess water off parts
- Recognize and trouble shoot problems and adjust accordingly
- Maintain a clean coating area
- Perform other duties as required

SKILLS & EXPERIENCE:

- 3 years of proven leadership experience
- Proven ability to work effectively with people
- Established record of high productivity
- An established excellent attendance record and safety record
- Strong verbal and written communication skills
- Powder coating experience
- Good organizational skills
- Able to establish between different colours on the colour spectrum
- Physically fit for heavy lifting of >35 lbs

The above are not intended to be an all-inclusive list of the duties, responsibilities and requirements of the job described. Rather, they are intended to describe the general nature of the job. Mott is committed to providing accommodations to those individuals with disabilities throughout the recruitment process. Upon request, we will work together to meet any of your accommodation needs.

Please email your resume to jointheteam@mott.ca, or drop off in person to 452 Hardy Road, Brantford, ON, N3T 5L8. Thank you for your interest in Mott.