

Maintenance Manager, Cement Division

Location: **Midlothian, TX**

Recently ranked at #72 on Fortune magazine's list of the 100 Fastest-Growing Companies in the world, Martin Marietta, a member of the S&P 500 Index, employs more than 8,500 employees at operations spanning 27 states, Canada and the Bahamas. A leading supplier of aggregates and heavy building materials, dedicated teams at Martin Marietta supply the resources for the roads, sidewalks and foundations on which we live.

At Martin Marietta, we are always looking for the best and the brightest, for people who have the potential to be the Company's future leaders. We are building on our foundation of success by selecting the finest people and helping them realize their potential. When you decide to build your career at Martin Marietta, you'll know what it's like to be respected, challenged and rewarded.

Position Summary

Under the direction of the Plant Manager or Assistant Plant Manager, the **Maintenance Manager** oversees mechanical, electrical maintenance activities associated with preventative maintenance and repairs to all plant equipment.

Requirements:

- Champion for safety programs and sound environmental stewardship.
- Champion the principles of continuous improvement and lean management.
- Responsible for the administration of the Corporate Safety Policy, code of conduct, disciplinary policy, hiring, promotion, merit increases.
- Direct reports include: Maintenance planner, Administrative planner, Electrical supervisor, Maintenance supervisor, Storeroom supervisor, and through these manage the Electrical / Mechanical Maintenance Teams and machine shop activities and personnel.
- Overall responsibility for planning, staffing and coordinating of repairs of equipment in all areas of the plant and maintenance of stock parts, identification of critical spares.
- Responsible for providing records of maintenance, development of routine inspections, required to comply with our Environmental responsibilities
- Develop and implement long-term, medium-term and day to day maintenance plans, pursue 80% planned versus 20% reactive maintenance effort.
- Develop, implement and manage the lubrication program, vibration analysis, reliability team effort, root cause analysis.
- Develop, implement and control the Maintenance R & M Budget, provide input to the CER budget.
- Develop and train of all Maintenance personnel.
- Manage personnel within the assigned departments to meet all job requirements and company/plant standards.
- Responsible for performance appraisals, salary administration, disciplinary actions and other employee relation activities.
- As required, maintain positive relationships with the community and business leaders, regulatory personnel and local citizens on behalf of the company.
- Other duties as assigned by the management.

Minimum Education and Experience:

- BS ME, EE , CE, ChE engineering degree/experience preferred.
- Project experience preferred.
- Demonstrated experience managing maintenance operations is required.
- Candidates should have been responsible for multiple maintenance functional areas (mechanical, electrical, etc.) as well as planning, budgeting and execution of a maintenance effort in a large 24-7 operation where large means a preheater pre-calciner cement plant with VRM and more than 5000 IO points.
- Minimum of ten (10) years technical and managerial experience in cement production or other heavy industrial manufacturing operations with demonstrated increases in responsibility. Multi plant experience & MSHA experience are a must.
- Demonstrated knowledge of permitting, process understanding, power and control systems.

Knowledge, Skills and Abilities:

- Must be knowledgeable in areas of mechanics, computers, basic operating systems software (Microsoft Server, Windows XP & Windows 7, and MS office, Oracle, Kronos and Viziya), process analyzers and electrical controls
- Knowledgeable in preventative and predictive maintenance practices and systems with demonstrated results.
- Must be knowledgeable in areas of cement plant maintenance and maintenance systems, both mechanical and electrical systems
- Exercise independent decision making and prioritize conflicting demands and then exercise sound judgments in problem solving. Safety first.
- Excellent interpersonal skills to facilitate positive working relationships with all levels of management and staff, other plant work teams and customers. A champion of continuous improvement / LEAN concepts and safety programs
- Ability to lead, direct, motivate and coach activities of others. Experience hiring, promoting, disciplining, mentoring,
- Utilize Critical Path Method [CPM] in the execution of Outages
- Strong written/verbal communication skills, as well as the development of formal presentations
- Ability to read, write and verbally communicate in the English language, bi-lingual in Spanish preferred
- Ability to read and understand blueprints and engineering drawings
- Excellent work ethic – high standard of performance and production
- Ability to work other than day shift and be subject to call outs after hours
- Must understand and abide by MSHA, TCEQ, EPA and other governmental laws
- Ability to use proper Personal Protective Equipment as required
- A champion for safety - Must go beyond a simple understanding of and compliance with safety requirements

Physical Requirements:

- Climb up to 60 feet above ground on ladders and catwalks
- Walk/stand on uneven ground, walkways and catwalks throughout the work day
- Must be available to walk, crawl, kneel and climb ladders/stairs to inspect facilities and to observe/supervise work activities
- Ability to lift and carry up to 60 pounds
- Able to reason through difficult operations problems, resolve said problems and/or relate same to others
- Capability of working for long periods of time in extreme heat and in dusty areas, confined spaces and heights

- Ability to climb stairs and work at heights (up to 350')

WORKING CONDITIONS

Must be able to work in all weather conditions (heat, cold, and rain). Must be able to work in noisy environment with noise levels up to 120 dba. Must be able to work in environments including vibration and mechanical and electrical hazards. Must be able to work any assigned shift. May have exposure to dust, cement, clay, gypsum, sand, diesel exhaust, lubricants, solvents, various fuels, etc. (See MSDS's)

DISCLAIMER

The above statements are intended to describe the general nature and level of work being performed by people assigned to this classification. They are not to be construed as an exhaustive list of all responsibilities, duties, and skills required of personnel so classified. All personnel may be required to perform duties outside of their normal responsibilities from time to time, as needed.

We are an equal opportunity employer.

Qualified minorities, women, veterans and individuals with disabilities are encouraged to apply.

Equal Opportunity Employer/Minorities/Females/Veterans/Disabled