

Job Title	Plant Manager/Head
Segment/Business Unit	Chocolate
Function	Supply
Location / Site	Makassar
Reporting Line	Indonesia Supply Director & APAC IE Director
Contact address for job applicant	mars-chocolate.careers.id@effem.com
Date	0 3 0 9 2 0 1 6

Job Purpose/Overview

To manage the Makassar factory operation, directing the Production and Production Planning, Engineering, Reliability, R&D (QA & Tech Development), and Health, Safety and Environmental to achieve their short term and long term business commitments. The position is responsible for Site Development Planning, Operational Planning, and CAB processes.

The Plant Manager manages all aspects of the Makassar factory operation and is responsible for the development of the unit operating plan and CAB with a team of \pm 80 associates.

The position requires professional experience across at least two functional areas including Production Management and a minimum of five years direct line management experience with large teams.

The Plant Manager has 5 direct reports including the Makassar Plant Production Manager, Production Planner, Engineering & Reliability Manager, HSE Manager, R&D Manager (for QA & Tech Development).

Key Responsibilities

Plant Management

- ◆ Drives associate Engagement. Develops and inspires a common vision and engagement with both short term / long term targets for the Plant Management Team in accordance with agreed business strategy. 75 %
- ◆ Leads the Plants Management Team: Directs the Plants and Plant Support teams through the functional line managers to ensure the smooth planning and operation of the factory operation to deliver agreed product quality, costs, efficiency, sales and safety targets.
- ◆ Manages and Develops Managers: Directs, manages and develops direct reports, to ensure they have the skill required to deliver their job effectively and efficiently and that they are developing and engaging their teams to deliver the agreed targets for both the short and longer term.
- ◆ Controls and Reports: Ensures that business systems are in place to provide the necessary business controls, measures and reports in accordance with corporate requirements, Mars business ethics and to minimise business risk.
- ◆ Plans and Organizes Operations: Develops strategic plans for site development in line with corporate strategies in conjunction with the Country Manager
- ◆ **MARS** Plans Human Resources: Ensures the ongoing review for plant operation team resources and the HR talent pipeline as well as together with P&O to ensure that the right HR resources are in place, are being recruited, trained and developed to support strategic business objectives.

- ◆ **Manages Site Risk:** Ensures site and offsite warehouse security (5 locations), safety and asset conservation systems are in place to minimise company risk, exposure to losses of raw materials (up to US\$10 M cocoa beans stored at one time), company assets and associate safety.

Sales

- ◆ Ensures maximum plant capacity utilization throughout the year based on sales commitment.
- ◆ Manages plant planning functions in accordance with customer requirements, maximising plant efficiency

15%

Other

- ◆ **Creates Conducive Business Environment:** Manages appropriate public and local government / security forces relationships to ensure the development and maintenance of a conducive and supportive environment around the plants and areas where we operate.

10 %

MAJOR CHALLENGES

- ◆ Ensuring a common understanding of our mission and vision, and the ongoing engagement and motivation of Plant associates
- ◆ Managing change as the business extends its operations and increases the breadth of its operations in line with the strategic business plans
- ◆ Planning the short, medium and longer term operations and site development
- ◆ Managing associates and their relationship with corporate functional managers
- ◆ Managing the relationship of the business with its external environment.

Context and Scope

Relevant Quantitative and Budget Information

Financial

Staff

Other

Note: May differ from the current job holder's own skills and experience.

1. Education & Professional Qualification

- Bachelor Degree in Engineering, Science, Finance or other analytical based discipline
- Bachelor Degree in Management would be of advantage

2. Knowledge/Experience

Special Job Knowledge and Mars Effectiveness Competencies

- Strong leadership skills
- Able to inspire people and communicate vision and purpose.
- Able to conceptualize strategy, imagine possibilities and convert them to reality, and agile thinker.
- Strong in planning, organisational and communication skills
- Achieves through others, people building skills
- Ability to meet deadline, deliver results and work under pressure
- Strong negotiation skills
- Multi-cultural adaptability and good interpersonal skills
- Mature and Firm in decision making
- Integrity, trust and the courage to manage difficult situations
- Indonesian and English language skills are essential

Level of role, Critical MLCs and Competencies

Level of Role

Individual Contributor

- Delivers Consistent Results
- Creates Collaborative Relationships

People Leader

- Develops Talent
- Engages Associates

Senior Leader

- Practices Breakthrough Thinking
- Navigates Complex Challenges

Key Supporting Competencies (4-6)

- Developing direct reports - must
- Strategic Agility
- Motivating others
- Managing Vision & Purpose - must
- Standing Alone - must
- Managing and measuring work capabilities
- Business accumen

(refer to <http://www.talentdevelopment.mars>)

Key Functional Competencies & Technical Skills (3-5)

(refer to <http://www.talentdevelopment.mars>)