### Job Title: Paper Machine Superintendent

#### Overview:
- The Paper Machine Superintendent has the overall responsibility of the paper machine as it relates to the safe and efficient production of colored bond, security, carbonless and coated specialty paper grades. The individual is responsible for safety, productivity, quality, cost, and reliability. The position reports to the Production Manager.

#### Responsibilities:
- Provide clear direction and vision, build effective teams, drive employee engagement, focus on customer needs, and practice sound business management.
- Monitoring and evaluating all aspects of paper production including safety, environmental, productivity, quality, cost, and lean manufacturing initiatives.
- Ensuring safety activities including one-on-one safety discussions, condition monitoring, housekeeping and safety inspections, safety meetings, accident investigations, near miss reporting, and development of job safety analyses.
- Utilize the strategies and tools of operational excellence and lean manufacturing to optimize operations and reduce all forms of waste.
- Participate in Mill Duty Rotation.
- Troubleshooting and resolving product quality and equipment problems utilizing hourly personnel, maintenance employees, and other department/mill resources.

#### Qualifications:
- Demonstrated leadership experience preferably in a union manufacturing environment.
- Work experience level is 5+ years in a technical or lead manufacturing role; pulp and paper mill experience preferred.
- Experience in coated fine paper manufacturing preferred.
- Technical background in engineering or an advanced technical degree is preferred.
- An understanding of process chemistry, mechanical systems, quality assurance and lean manufacturing techniques is necessary.
- Excellent written/oral communication and problem management skills.
- Demonstrated experience in driving measurable results.
- Candidate must have the potential to promote into higher levels of management, performance warranted.
- Ability to multi-task and prioritize activities in a constantly changing environment.