THERMO BOND BUILDINGS	JOB DESCRIPTION CASTING LEAD	TBA-HR-FJ-212

REPORTS TO:	Casting Supervisor	PAY:	Hourly
POSITION	Full Time	FLSA CLASS	Non-Exempt
DEPARTMENT	Casting	SHIFT	Day

JOB SUMMARY:

The Casting Lead is responsible for directing and delegating production work to team members, ensuring all tasks are completed in accordance with TBB standards. This role involves demonstrating and promoting the safe operation of all TBB tools and equipment while ensuring the production of high-quality products. The Casting Lead communicates Thermo Bond's goals, safety practices, and deadlines to the team, motivating members and assessing their performance. They support the hiring and ongoing training of team members and keep management updated on team performance. Additionally, the Assembly Lead facilitates clear communication of concerns and policies between management and the team

QUALIFICATIONS:

The Casting Lead demonstrates leadership across the production line, manages MSDS-controlled materials, and is well-versed in Quality Control and Incident Response processes and procedures. The Casting Lead is responsible for ensuring that Casting 1, 2, and 3 team members adhere to all relevant job duties and Thermo Bond Policies and Procedures.

SUPERVISORY RESPONSIBILITIES:

- Casting 1
- Casting 2
- Casting 3

ESSENTIAL FUNCTIONS:

- Preparing work schedules and assigning workers production line tasks, as directed by supervisor or management.
- Optimizing production efficiency by monitoring productivity and quality.
- Identifying and resolving production line problems in a timely manner
- Providing input to management regarding team selection and discipline.
- Responsible for participating in Continuous Improvement Cycle for reported Safety, Quality, and Efficacy incidents:
    - Incident Response & Reporting to Safety and Plant Manager
    - Incident Investigation
    - Solution Identification, Testing and Risk Assessment
- Performing record keeping tasks, including inventory management and order tracking
- Training and supervising Casting 1, and 3 employees
- Mentor Casting employees in desired job progression
- Maintain a fully operational, safe, and tidy work environment.
- Ensuring compliance with company policies and industry regulations
- Perform Casting 1&2&3 work as required.
- Follow instructions from the Casting Supervisor.

- Read and understand blueprints.
- Help erect buildings.
- Adhere to all TBB safety standards and wear all required PPE.
- High safety considerations.
- Work irregular hours and overtime when required.
- Bring a positive attitude each day.
- Create a welcoming work environment.
- Other duties as assigned.

REQUIRED SKILLS / ABILITIES

The Casting Lead is expected to work with minimal supervision and a customer centered focus and initiative to proactively address issues which may affect Safety, Quality, Efficiency and Productivity to prevent personal injury, property damage, increased cost, or loss of revenue to TBB. Casting Lead must have excellent communication skills.

- Experience in a supervisory role preferred.
- Extensive knowledge of product specifications and production standards
- In depth knowledge of industry regulations
- Superb leadership skills
- Exceptional organizational and time management abilities
- Strong interpersonal, communication and collaboration skills
- Excellent problem-solving techniques.

TRAVEL, HOURS OF WORK, & SUPERVISION:

This position normally requires the individual to be physically present at one or more TBB manufacturing location Monday through Friday as deemed necessary. This position will report to Casting Supervisor.

CERTIFICATES, LICENSES AND REGISTRATIONS:

- None

EDUCATION AND EXPERIENCE

- High School diploma or equivalent.
- 5 or more years' experience in manufacturing and/or concrete, preferred.

PHYSICAL REQUIREMENTS (including but not limited to):

- Regularly able to work a 12-hour shift standing/walking.
- Regularly able to climb ladders repetitively.
- Regularly able to bend, crouch, twist, pull.
- Regularly able to lift/carry 80 lbs.
- Regularly able to work at a desk for short periods of time.

- Regularly able to work in all types of weather.

Revision Date	Author	Description
2/15/2023	SR	Original Release
4/26/2023	KE	Changed Job Title, Job Duties, and Experience
6/26/2024	ML	Updated Essential Functions