



Company: TAMKO

Website: www.tamko.com

Company Description: Since 1944, the TAMKO story has been one of innovation, quality and long-standing customer relationships. Though a lot has changed since they introduced their first shingle over 70 years ago in a Joplin, Missouri streetcar barn, one thing remains the same: their commitment to constantly moving the industry forward with a complete line of professional-grade building products.

Their seven decades of success is the direct result of teamwork, enduring relationships with customers, suppliers and employees, and their company-wide commitment to continuous improvement, including the Six Sigma program, a business strategy and management philosophy designed to achieve increased profitability with a goal of near perfection.

Vertical integration is also a key part of TAMKO's success. They are a vertically integrated company, owning and operating several of their own raw materials plants. Maintaining greater control over the entire manufacturing process allows them to deliver consistent supply by reducing shortages and delivery times.

Today, TAMKO remains headquartered in Joplin—the very place that it first began— and operates additional manufacturing facilities and warehouse facilities across the country in order to serve its customers with professional-grade roofing and decking products.

Job Description: *Six Sigma Black Belt*

In this position, you will actively lead teams and provide individual contributions in problem solving efforts on selected projects to reduce defects, improve customer satisfaction, reduce cost and improve cycle time, scrap, rework, etc. You will begin by attending Black Belt training classes, graduate and achieve a high degree of knowledge and capability in the breakthrough process and the Six Sigma methodologies. You will achieve your certification as a Black Belt by successfully completing two projects using the DMAIC process and by demonstrating technical proficiency in the Six Sigma Methodology. Once you are trained you must be an aggressive advocate of and communicate the Six Sigma "Vision"; be passionate about Six Sigma and its implementation as a business system; motivate others toward this "Vision"; be an "evangelical warrior" for Six Sigma at TAMKO. You will target an annual completion of four to six projects per year, which target a baseline improvement of not less than 70% and generate hard savings of \$3,000 per business day. Finally you will provide management with project status updates, feedback and appropriate reporting on selected projects through the project tracking system and management/project reviews.

Locations: Dallas, TX; Joplin MO; Phillipsburg, KS; Tuscaloosa, AL

Salary Range: \$85,000 - \$95,000 plus 20% target performance bonus

Essential Job Functions

- Provide leadership
- Provide support to teams by providing them with the information, training and tools to succeed
- Lead and guide others in the practical use of the Six Sigma philosophy and tools
- Concentrate on never-ending improvement
- Aid in identifying and selecting projects that fit the strategic business needs. Continually monitor project progress and evaluate project opportunities in each area of the process.
- Promote and demonstrate effective and "boundaryless" communication to achieve "cross pollination" in all areas, at all levels

- Complete projects, analyses and reports in an accurate and timely fashion
- Direct and organize effective and efficient use of personnel and resources
- Promote the concept of ownership among the workforce
- Promote, utilize, and institutionalize teamwork and team concepts in the implementation of project teams and, as possible, in the day-to-day operation of the facility
- Travel up to 15%
- Other duties may be assigned

Candidate Profile:

- A Military Officer with technical aptitude is a must have for this role.
- An engineering degree, especially process engineering backgrounds will give you a leg up in this position, but are not essential. Be prepared to demonstrate your technical aptitude.
- Have a history of success with leadership, a repeated record of influencing people to accomplish the mission, and succeeding beyond your peers.

Physical Requirements/Work Environment

The physical demands and work environment characteristics described herein are representative of those that must be met by an employee to successfully perform the essential functions of this Job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

- While performing the duties of this Job, the employee is regularly required to talk or hear. The employee is frequently required to sit, stand, walk, use hands to finger, handle or feel, reach with hands and arms, climb or balance and stoop, kneel, crouch or crawl. The employee must occasionally lift and/or move up to 25 pounds.
- Specific vision abilities required by this Job include close vision, distance vision, color vision, peripheral vision and depth perception.
- While performing the duties of this Job, the employee is frequently exposed to moving mechanical parts. The employee is occasionally exposed to high, precarious places, fumes or airborne particles, extreme heat and vibration. The noise level in the work environment is usually moderate.

Keys to a Successful Interview:

- Individuals with integrity and values that will enhance their culture and environment.
- Give specific examples of your management/leadership philosophy and experiences; team building skills, conflict resolution, and career goals.
- Stress examples of team accomplishments. (IE. "We accomplished")
- You must demonstrate a strong desire for the position (close the interview)
- Finally, you must discuss your background and your ability to step in and become productive immediately.