



Position Overview

Primary Responsibilities

Production team members at RoyOMartin and its subsidiaries perform a variety of tasks, depending on the type of facility and department. These highly trained individuals are responsible for safely operating and troubleshooting production equipment used to manufacture quality products. Cross-training on different machine centers is a critical component to our self-directed advancement system.

Behavioral Profile

Successful RoyOMartin team members possess:

- Commitment to safety
- Eagerness to learn and grow
- Excellent interpersonal communication skills
- Self-motivation with a sense of urgency
- Ability to work independently, as well as with a team
- Ability to prioritize and multitask
- Dependability (must come to work)
- Ability to grasp complex quickly
- Problem-solving skills
- Detail orientation
- Willingness to work rotating shifts

Education and Experience Requirements

Candidates must have a high-school diploma or equivalent for consideration. Previous manufacturing experience is beneficial, although not required, as all new production team members will receive extensive training on safety and operational procedures. Basic-level computer skills are a plus.

Realistic Job Preview

Safety

Employee safety and wellbeing is RoyOMartin's #1 priority. Through our "I Believe in Zero" philosophy, we believe that all accidents can be prevented. Operating exposures that have injury potential must be eliminated or safeguarded by barriers or operating procedures. Our team members are trained to work safely, from new-hire orientation through ongoing job-specific safety training, and each location has designated safety and occupational-health professionals.

Work Environment

Manufacturing is a highly technical and fast-paced industry, requiring a constant focus on safety and housekeeping. Like similar workplaces, our manufacturing plants are not climate controlled. As such, team members working outdoors may encounter rain, wind, and other elements. As part of our commitment to employee wellness, all RoyOMartin facilities are tobacco free.

Schedule

Our manufacturing facilities operate 24/7, with production team members working 12-hour shifts that begin at 7 a.m. (days) and 7 p.m. (nights). Individuals must be able to work rotating shifts (including nights, weekends, and some holidays) and be available for scheduled and unscheduled overtime as conditions of employment.

Production Team Member Profile



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Sample Shift Schedule

Shift schedules like ours, with a 2-2-3 rotation, offer a work/life balance. Team members have 14 days off with every 28-day rotation and a 3-day weekend every other week. Four shifts ensure 24/7 coverage.

Day	1	2	3	4	5	6	7	8	9	10	11	12	13	14
	Days	Days	Off	Off	Days	Days	Days	Off	Off	Days	Days	Off	Off	Off

Day	15	16	17	18	19	20	21	22	23	24	25	26	27	28
	Nights	Nights	Off	Off	Nights	Nights	Nights	Off	Off	Nights	Nights	Off	Off	Off

