

**Rhodes International, Inc.**  
**Job Description**

**Job Title:** Extreme & Ilapak Operator  
**Department:** Production  
**Reports To:** Team Lead Line 2  
**FLSA Status:** Non-Exempt  
**Prepared By:** Katie Dockstader and Theresa Dew  
**Prepared Date:** 6/30/2016; **Revised:** 1/26/2021  
**Approved By:** Theresa Dew  
**Approved Date:** **October 6, 2021**

**Summary**

The Extreme & Ilapak Operator tends the Extreme packaging equipment when panned sweet goods are produced and the Ilapak packaging equipment when bagged sweet goods are produced; assures proper processing and packaging of product according to Company specifications. As qualified, the incumbent may work any given production job assigned by a Team Lead in either the frozen dough or the Warm-N-Serv area.

**Key Performance Indicators**

An Employee in this position will know that they are performing their job well when they accomplish these objectives.

- Establish proficiency in the essential duties and responsibilities as defined below.
- Strives to have an outward mindset and recognizes needs and offers support to the Rhodes team.

**Essential Duties and Responsibilities**

Essential duties and responsibilities include the following. Other duties may be assigned.

Extreme Operator Duties

- Monitors the performance of the Extreme wrapping equipment, the associated heating tunnel, product scales, and conveyors.
- Ensures a productive start up by carefully reviewing and executing all

## WI Extreme & Ilapak Operator

startup procedures correctly- entering all pre ops in Red Zone, wiping photo eyes, assuring all belts are positioned, etc.

- Makes machine adjustments as necessary to operating speed, film, alignment, etc.
- Properly threads film through the Extreme Wrapper without assistance, ensuring the film makes a secure bottom seam.
- Makes system adjustments such as bag length, machine speed, and heating adjustments for proper sealing of the product entering the heat tunnel.
- Monitors the performance of associated conveyor system including check weigher and X-ray. Adjusts equipment as necessary to assure all processes meet specifications.
- Inspects filled pans to ensure the product has proper weights, correct count (including frosting), and is packaged according to specifications throughout the shift.
- Reports to the Team Lead to assure job rotations take place and ensures timely movement of product.

### Ilapak Operator Duties

- Monitors the performance of one or more Ilapak machines; must be able to coordinate multiple operations at the same time.
- Ensures a productive start up by carefully reviewing and executing all startup procedures correctly- entering all pre ops in Red Zone, wiping photo eyes, assuring all belts are positioned, etc.
- Is aware of daily production demands and stages film accordingly.
- Monitors the performance of associated product scales and conveyors.
- Makes machine adjustments as necessary to operating speed, film alignment, etc.
- Properly threads film through Ilapak machines without assistance.
- Splices in new rolls of film for Ilapak machines without assistance.

## WI Extreme & Ilapak Operator

- Places and removes Ilapak machine film roll spindles without assistance.
- Removes consumed film rolls from Ilapak machines and inserts new film rolls with or without assistance.
- Changes fill tubes on Ilapak machines with assistance in lifting tubes.
- Adjusts vertical sealing bars on Ilapak machines without assistance; Adjusts jaws and bars as necessary.
- Periodically checks padding on product catchers to eliminate punctured bags.
- Recognizes when printer is not working on bags and will change the ribbon on the Mark-em.
- Observes product levels in Ishida counters and makes system adjustments, including vibration and machine speed adjustments to Ishidas and Fastpacck, as appropriate.
- Monitors the performance of associated conveyor system including check weigher and metal detector. Adjusts equipment as necessary to assure all processes meet specifications.
- Inspects filled bags and containers to ensure that product has proper code dating, proper weights, correct count, and is packaged according to specifications throughout the shift.

### Extreme & Ilapak Operator Duties

- Assists with relieving Utility workers for break.
- Communicates with Divider Operator in the event of line stoppages, etc.
- At the end of the shift, stay in the work area until properly relieved.
- Communicates any important information to the Team Lead and relief. Writes any necessary notes in the Red Zone log.

## WI Extreme & Ilapak Operator

- Is consistently on time and at work onsite at the Rhodes production facility (unless other arrangements, such as an approved offsite job training, etc. are made); is attentive to work duties while at work.
- Required to work overtime when requested to do so. Overtime may be required when needed to finish a production run, to cover for other employees absent from work, meet customer expectations, etc. Advanced notice will be provided when possible. The Company cannot guarantee that any overtime will be available.

### Reports

- Tallies number of units of product packaged or records information such as size, weight, and type of product packaged.
- Records all changes made to the Extreme, Ilapak, Ishida, or check weigher settings during each shift.

### Quality and Sanitation

- Follows Good Manufacturing Practices (GMP) guidelines.
- Participates in and supports Rhodes' Continuous Improvement program.
- Immediately reports any problems with the equipment or dough such as missing ingredients, foreign objects, and temperature problems, etc. to the Team Lead.
- Watches for contamination in the product along any point of production; If contamination is discovered, stops production and notifies Team Lead immediately.
- Keeps work area clean and organized at all times. Cleans machines and equipment at the end of the shift. Sweeps floor and washes with soapy water as necessary.
- Participates in weekly plant wide cleaning to help assure a clean and sanitary food processing facility. Uses appropriate cleaning equipment according to correct specifications and use requirements.

## WI Extreme & Ilapak Operator

### Safety

- Works in a safe and productive manner; Abides by all processes of the Job Safety Analysis (JSA); Stays aware of surroundings and watches out for co-workers.
- Understands lock-out, tag-out procedures and applies them appropriately during machinery set-up and cleaning.
- Remains aware to potential accident and health hazards; Notifies the Team Lead or HR of all potential risks immediately; Maintains good housekeeping throughout the facility.
- Wears all required PPE including safety shoes, bump caps or hard hats, and hearing protection. During cleanup wears additional PPE including safety glasses, and/or face shields, rubber gloves, rain suit, and rubber safety boots.

### Other Duties

In addition to the above essential duties other duties may be assigned.

- May be assigned to work as a Utility Worker as the need arises. Assists with duties assigned by the Team Lead if qualified to do so.
- Assists packaging workers with packaging products.

### **Supervisory Responsibilities**

This job has no supervisory responsibilities.

### **Qualifications**

To perform this job successfully, an individual must be able to perform each essential duty satisfactorily. The requirements listed below are representative of the knowledge, skill, and/or ability required. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

Education and/or Experience: High school diploma or general education degree (GED) preferred; at least one (1) year of production experience preferred; 6 months of Illapak or Extreme operator experience preferred.

## WI Extreme & Ilapak Operator

Language Skills: Ability to speak and understand English in a manner that is sufficient for effective communication with Team Leads and co-workers based on the assumption that such individuals can only speak and understand English. Ability to read and comprehend written and oral instructions such as safety materials, operating and maintenance instructions and procedure manuals, short correspondence, and memos. Ability to write simple correspondence. Ability to prepare reports and complete forms.

Mathematical Skills: Ability to add, subtract, multiply, and divide in all units of measure, using whole numbers, common fractions, and decimals. Ability to compute ratio and percent.

Mechanical Skills: Must exhibit mechanical aptitude to understand normal operation of conveyors and related packaging equipment.

Reasoning Ability: Ability to solve practical problems and deal with a variety of concrete variables in situations where only limited standardization exists. Ability to interpret a variety of instructions furnished in written, oral, diagram, or schedule form.

Computer Skills: Able to use basic computer equipment and software applications. Must be able to operate machines using a touch screen. Must have the ability to record and retrieve data and production information on computer tablets throughout the plant.

Other Skills and Abilities: Willing to participate in and support the Company's culture building initiatives and process improvement programs such as Arbinger and Lean programs.

### **Physical Demands**

The physical demands described here 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 walk and/or stand; bend or stoop; and twist at the waist. The Employee is frequently required to push and/or pull; use hands to grasp, finger, handle, and feel; and reach with hands and arms. The Employee is occasionally required to climb, balance, kneel, squat or crouch, crawl, talk, or hear.

## WI Extreme & Ilapak Operator

The Employee must frequently lift and/or move up to 50 pounds and occasionally move up to 100 pounds. Specific vision abilities required by this job include close vision, distance vision, color vision, peripheral vision, depth perception, and ability to adjust focus. The Employee must be comfortable working in a fast-paced environment.

### **Work Environment**

The work environment characteristics described here are representative of those an Employee encounters while performing 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 exposed to moving mechanical parts and fumes or airborne particles, specifically including wheat flour dust. The Employee is occasionally exposed to extreme heat, extreme cold, high pressure hot water, wet and/or humid conditions, high or precarious places, and vibration. The noise level in the work environment is usually very loud.

### **Competencies**

To perform the job successfully, an individual should demonstrate the following competencies:

#### Intellectual Competencies

- Analytical - Collects and researches data; Uses intuition and experience to complement data.
- Problem Solving - Identifies and resolves problems in a timely manner; Gathers and analyzes information skillfully; Assists in developing alternative solutions; Works well in group problem solving situations; Uses reason even when dealing with emotional topics.
- Technical Skills - Assesses own strengths and weaknesses; Pursues training and development opportunities; Strives to continuously build knowledge and skills; Shares expertise with others.

#### Interpersonal Competency

- Interpersonal Skills – Displays a cooperative spirit; Focuses on solving conflict, not blaming; Listens to others without interrupting; Asks for

## WI Extreme & Ilapak Operator

others' ideas and demonstrates consideration of others as important team members; Keeps emotions under control; Remains open to others' ideas and tries new things; Maintains confidentiality; Maintains an outward mindset.

- Oral Communication - Listens and gets clarification; Responds well to questions; Participates in meetings; Makes positive comments about team members.
- Teamwork - Balances team and individual responsibilities; Exhibits objectivity and openness to others' views; Gives and welcomes feedback; Contributes to building a positive team spirit; Offers solutions to team problems, not complaints; Puts success of team above own interests; Able to build morale and group commitments to goals and objectives; Supports everyone's efforts to succeed; Inspires and motivates others to perform well.
- Written Communication – Presents numerical data effectively; Able to read and interpret written information.

### Organizational Competency

- Business Insight - Displays orientation to profitability; Understands business implications of decisions.
- Cost Consciousness – Offers suggestions for cost saving measures; Conserves organizational resources.
- Diversity - Shows respect and sensitivity for cultural differences; Respects diversity; Promotes a harassment-free environment.
- Ethics – Treats others with respect; Inspires the trust of others; Works ethically and with integrity; Upholds organizational values.
- Organizational Support - Follows policies and procedures; Completes administrative tasks correctly and on time; Supports organization's goals and values.
- Quality Management – Looks for ways to improve and promote quality; Demonstrates accuracy and thoroughness.

## WI Extreme & Ilapak Operator

### Self-Management Competency

- Adaptability - Adapts to changes in the work environment; Manages competing demands; Changes approach or method to best fit the situation; Able to deal with frequent change, delays, or unexpected events.
- Attendance/Punctuality - Is consistently at work and on time; Ensures work responsibilities are covered when absent.
- Dependability - Follows instructions, responds to management direction; Takes responsibility for own actions; Keeps commitments; Completes tasks correctly and on time or notifies appropriate person with an alternate plan.
- Initiative - Volunteers readily; Undertakes self-development activities; Seeks increased responsibilities; Looks for and takes advantage of opportunities; Asks for and offers help when needed.
- Innovation - Meets challenges with resourcefulness; Generates suggestions for improving work.
- Judgment - Displays willingness to make decisions; Exhibits sound and accurate judgment; Supports and explains reasoning for decisions; Includes appropriate people in decision-making process; Makes timely decisions.
- Motivation - Demonstrates persistence and overcomes obstacles; Measures self against standard of excellence.
- Planning/Organizing - Uses time efficiently.
- Professionalism – Approaches others in a tactful manner; Reacts well under pressure; Treats others with respect and consideration regardless of their status or position; Accepts responsibility for own actions.
- Quality – Must be detailed oriented; Demonstrates accuracy and thoroughness; Looks for ways to improve and promote quality; Applies feedback to improve performance; Monitors own work to ensure quality; Strives to improve personal performance.

WI Extreme & Ilapak Operator

- Quantity – Meets productivity standards; Completes work in a timely manner; Must be able to multi-task; Works efficiently; Strives to increase productivity.
- Safety and Security - Observes safety and security procedures; Reports potentially unsafe conditions; Reports any tampering of product; Uses equipment and materials properly.

**Certification**

Employee Signature: \_\_\_\_\_

Printed Name: \_\_\_\_\_ Date: \_\_\_\_\_

I certify that I have read and understand the responsibilities assigned to this position.

Team Lead's Signature: \_\_\_\_\_

Printed Name: \_\_\_\_\_ Date: \_\_\_\_\_

I certify that this job description is an accurate description of the responsibilities assigned to the position.

The above statements are intended to describe the general nature and level of work being performed by the incumbent(s) of this job. They are not intended to be an exhaustive list of all responsibilities and activities required of the position.