



Position Opening

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Muscatine Power and Water (MP&W) is seeking a **Manager, Continuous Improvement** to coordinate the Utility's lean efforts and develop a Lean culture within MP&W. This position will interact with and educate management and employees at various levels in the organization and work to build commitment and understanding of Lean concepts throughout the Utility.

Essential Functions:

- Work with Utility leadership, lead the development and implementation of a Lean culture throughout the Utility, including identifying and implementing effective strategies, tools, and concepts.
- Assist in establishing critical Lean operational objectives, goals, strategies, and measures for process improvement teams.
- Maintain continuous improvement focus within the organization, consulting with and educating management and employees at all organizational levels.
- Assist in identifying and evaluating, and prioritizing processes for process improvement projects.
- Assemble, oversee, and lead process improvement teams to help achieve business goals.
- Schedule, lead, and follow-up on improvement events such as Kaizens, 6S, Value Stream Mapping, and Problem Solving.
- Monitor and measure progress of Lean improvement plans and metrics.
- Create and facilitate a training program of standard education courses for continuous improvement initiatives.
- Mentor and coach management and employees in continuous improvement concepts and techniques, assisting in the conversion of theory to successful application.
- Provide guidance and assist in planning and leading improvement initiatives and projects.
- Assess and summarize costs and benefits of continuous improvement activities.
- Identify and improve Utility-wide best practices and performance metrics to be utilized across the organization.

Education or Experience Requirements:

- Bachelor's degree in Engineering, Business, Information Technology, or related field.
- Previous Lean experience in a coordinator, supervisor or manager role.
- Strong knowledge of lean practices, tools and approaches for implementation. Formal lean training or certification required.
- Demonstrated ability to effectively communicate, be well organized, self-motivated, and have solid follow-through.
- Demonstrated ability to learn, adapt, communicate, and effect changes quickly. Must be comfortable adopting the role of a change agent.
- Experience with developing and presenting training programs.
- Experience with problem identification and analysis, offering solutions and using logical thought processes when making decisions.
- Project management skills required, including success with both short- and long-term projects.