



## Continuous Improvement Engineer II

Job Description

### JOB INFORMATION

Job Profile Name:	Senior Continuous Improvement Engineer
Job Code (WD):	1000052
Pay Scale Group	MS07
Management Level	Professional-3

#### Pay Rate Type:

US	Salaried
Canada	Salaried

#### Job Exempt:

US	Yes
Canada	No

#### Safety Sensitive

	Yes	No	Non-Regulated Tech/Other	Details
Safety Sensitive Position		X		

#### DOT Regulated

	Yes	No	Regulated Driver/Tech	Details
DOT Safety Regulated Position		X		

#### Requirements for DOT Regulated or Safety Sensitive Position

Not applicable for this job

### JOB SUMMARY

The Senior Continuous Improvement Engineer supports the development of the Ryder Continuous Improvement culture in all employees across the Business Unit/Vertical by actively promoting and facilitating the use of continuous improvement methods to support new business and existing operations. Effectively utilizing lean and engineering methodologies, tools, root cause analysis and waste reduction with a bias for action, this position will interface with employee at all levels and various functions across the business and within a facility. This position supports assigned VP of Operations (Business Unit/Vertical) and reports to the CI Manager.

### RESPONSIBILITIES

- |   |     |
|---|-----|
| <ul style="list-style-type: none"> <li>Effective facilitation and execution of Value Stream Maps &amp; Kaizen Events through all stages (A3 charter ideation / creation, pre-work identification and completion, delivery of results in Kaizen week, regular follow up and follow through on sustainment). Independently identifies process gaps, recommends and implements process improvement. Management of the lean transformational activities and projects at one large customer account or multiple customer accounts, directing the assessment, development, launch and continuous improvement activities related to specific business and day-to-day frontline associate interface and implementation of lean at the site. Coach process owners how to use engineering and Lean methods to achieve operational excellence</li> </ul> | 30% |
| <ul style="list-style-type: none"> <li>Collects data and performs statistical analysis. Maps and documents processes. Independently identifies process gaps; recommends and implements process improvement. Works on complex problems of diverse scope where analysis of data requires evaluation of identifiable factors. Demonstrates good judgment in selecting methods and techniques for obtaining solutions. Develops a thorough, effective, and timely continuous improvement plan to address the top business needs at Ryder sites (transformation plan development and execution). Drives process improvement activities to achieve dramatic improvement in the key business metrics of safety, quality, delivery, cost, and employee development</li> </ul>   | 20% |
| <ul style="list-style-type: none"> <li>Develop advanced competency in wide range of engineering methods, Lean tools, and quality standards and</li> </ul>   | 20% |

**RESPONSIBILITIES**

coaches employees in the use and implementation of CI, Quality Assurance, & Lean principles. Applies company methodologies and tools, engineering methodologies/tools such as product slotting, studying labor standards (time studies), layouts and optimization of flow, data profiling and analysis, and resource modeling to improve distribution and/or transportation operations. Provide regular reports of data and actions to measure progress against the site objectives. Makes Inventory and/or Supply Chain strategy recommendations	
<ul style="list-style-type: none"> <li>Completes event planning, perform pre-work, facilitates teams and supports events (includes; start-ups, expansion &amp; closure). Follow-up on events and audit compliance to lean plans to prevent backsliding. Supports continuous improvement deployment using fundamentals of lean. Completes CI projects that lead to improved business results. Assesses CI initiatives and provides input and recommendations on future activities. Assisting and/or leading the execution of Lean Assessments</li> </ul>	15%
<ul style="list-style-type: none"> <li>Design, implement, monitor and maintain the QMS based on established company and/or industry standards. Implement and monitor a standardized corrective action system. Support regulatory compliance and certification requirements. Perform all functions related to Quality Assurance for a start-up or expansion</li> </ul>	15%

**ADDITIONAL RESPONSIBILITIES**

- Performs other duties as assigned

**QUALIFICATIONS**

*To perform this job successfully, an individual must be able to perform each essential duty satisfactorily. The qualifications 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**

Education	Major/Area of Study	Required/Preferred
Bachelor's degree	Engineering, Business, Supply Chain Bachelors Degree or minimum of 6 years relevant work experience	required
Bachelor's degree	Supply Chain Management or Industrial Engineering Bachelors Degree	preferred

**Experience**

Years of Experience	Experience Details	Required/Preferred
Six (6) years or more	minimum of six years of related experience in the Distribution, Warehousing and/or Manufacturing, Transportation, Supply Chain Logistics industry is required	required
Six (6) years or more	minimum of six years of related experience in the Distribution, Warehousing, Transportation, Supply Chain Logistics industry is preferred	preferred

**Skills and Abilities**

Skill Area	Description	Required/Preferred
Additional Skills & Abilities	Lean: Functional Experience with: Creating Cell Designs, Managing Material Flow, Design Plan for Every Part Systems (PFEP), Setting up/operation of Kanban, Supermarket Systems, Pull Systems, Lean Mfg Systems, Developing and most important managing to: Leader Standard Work, Visual Management Systems and Management Accountability Systems, Plan-Do-Check-Act (PDCA), Kaizen Facilitation	required
Additional Skills & Abilities	Warehouse Engineering: Functional Experience with: Product Slotting, Distribution Center MHE, Studying Labor Standards (time studies), Distribution Layouts and optimization of flow, Warehouse Metrics, Headcount	required



**ADA Requirements**

- X Effectively communicate in speech and writing
- X Prioritize work assignments and efficiently use time
- X Perform variety of duties, often switching tasks
- X Analyze information and/or problems to define objectives, concerns, patterns, and formulate conclusions
- X Organize information/people/material in systematic way to increase efficiency
- X Interact professionally with coworkers and clients
- X Quickly process information
- X Maintain and organize documents/files
- X Follow oral or written directions, safety and security rules
- X Complete heavy workload within established time frames

*Safety sensitive positions, and other positions that Ryder may from time to time deem appropriate, may be subject to a physical job demand assessment by an outside vendor designated by Ryder. If the information contained below contradicts (or is in any way inconsistent with) the findings reached by Ryder's designated outside vendor relative to the physical demands of this position, the physical demand assessment conducted by the vendor shall govern and replace any inconsistent requirements listed below.*

**Environmental Considerations**

- X Dust
- X Small, crowded working areas
- X Controlled climate while working indoors

**Physical Activities**

*Please select a Yes or No value for Office Environment for pre-selected values, SAVE the Job Description and return to this page. If job is not within an Office Environment, please choose all that apply.*

*A thorough completion of this section is needed for compliance with legal standards such as the Americans with Disabilities Act. The physical requirements described here are representative of those that must be met by an employee to successfully perform the essential functions of this job.*

*Please click on the blue Help Bubble to determine frequency levels.*

Physical Demand	Never	Rare	Infrequent	Occasional	Frequent	Continuous
Ascend/Descend Stairs					X	
Balancing				X		
Bending					X	
Carrying Objects					X	
Fine Manipulations				X		
Kneeling			X			
Lifting: 10-25 lbs.				X		
Lifting: 25-50 lbs.				X		
Lifting: over 50 lbs.		X				
Maintaining Body Equilibrium			X			
Pulling: 10-25 lbs.			X			
Pulling: 25-50 lbs.			X			
Pulling: over 50 lbs.		X				
Pushing: 10-25 lbs.			X			
Pushing: 25-50 lbs.			X			
Pushing: Over 50 lbs.		X				
Reaching					X	
Repetitive Body Motions					X	
Sitting					X	
Speaking						X
Squatting				X		
Standing				X		
Stooping			X			
Twisting				X		

**Physical Activities**

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<i>Physical Demand</i>	<i>Never</i>	<i>Rare</i>	<i>Infrequent</i>	<i>Occasional</i>	<i>Frequent</i>	<i>Continuous</i>
Walking					X	