

These companies are looking to hire military talent!

If you are qualified and interested in this position, please send your current resume to Richard Vidoli at: MilitaryTransition@lucasgroup.com

We will call you to schedule an interview.

Position: Leadership Development Program

Qualifications: BS Engineering preferred. 2-3 years of leadership experience.

Location(s): Tuscaloosa, AL

Compensation: \$80,000-\$90,000

Job Description: The Leadership Development Program, is a 1 Year Rotational Program; allowing the candidate to work in 4 different departments of a Plant in 3 month increments. After the one year program is over the candidate will be able to accept a position in one of the 4 departments they enjoyed working in most.

Responsibilities:

- Lead and coach all hourly employees, increasing their effectiveness creating a positive and productive work environment.
- Actively contribute to continuous improvement efforts and set standards for work performance, housekeeping, and compliance.
- Exposed to all facets of the scrap processing business including; buying and inspecting scrap, transportation and logistics, and overseeing operations and maintenance of equipment.
- Interact with various levels of corporate personnel, customers, vendors/suppliers, and employees to resolve problems, and ensure steady delivery of products purchased or sold.
- Work with and through management to develop and implement actions that protect company assets and profitability.
- The goal of the program is to assume a Management or Supervisor role upon completion of the program.

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Position: Production Supervisor

Qualifications: Degree preferred, but not required with extensive leadership experience. Bilingual Spanish speaker required.

Location(s): Huntsville, AL

Compensation: \$60,000-\$65,000 + OT after 40 hrs and 5% annual bonus

Shift: Rotating Shift - 3 days on/3 days off – 6am-7:30pm – Rotates from day to night every 6 weeks

Job Description: Directly supervise a rotating shift of hourly production workers engaged in the manufacture of compression-molded bathing fixtures. Must meet posted production schedules while ensuring quality, safety, and cost standards are met.

Responsibilities:

- Assign labor force to appropriate tasks in line with efficient crewing needs and contractual requirements.
- Ensures that all processes and quality specifications are followed in the production of scheduled components.
- Responsible to monitor production results and ensure that budget rates are exceeded.
- Maintain detailed knowledge of processes and equipment in order to achieve optimum efficiency.
- Ensures that all shift employees are adequately trained in the necessary process procedures to accomplish assignments efficiently.
- Hold monthly safety meetings with shift employees to communicate the importance of safe work practices. Monitor and enforce all safety rules.
- Administer labor contracts, plant rules, and handle appropriate discipline.
- Continuously strive to improve processes, process equipment, and procedures.
- Encourage shift employees to improve processes and equipment.
- Understand and enforce all procedures related to safe handling of hazardous materials and instruct subordinates in the same.

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Position: Field I&E Automation Technician

Qualifications: No degree required. A minimum of 3-5 years of related I&E/automation experience needed. Proven skills working with PFD's, P&IDs, electrical one lines, wiring and cable schedule diagrams desired. Deep understanding of process safety management needed.

Location(s): Carthage, TX (160 mi East of Dallas; 47 mi SW of Shreveport, LA)

Compensation: \$60,000-\$70,000 + OT

Travel: Local driving area of responsibility every day; home every night. Less than 10% overnight travel.

Job Description: Candidate will be an integral part of the Operations Team and provide I&E hardware and automation configuration expertise, end-device troubleshooting, and root cause failure analysis of automation or instrument failures. A critical component of the role will be about understanding how work gets done in the field and model behaviors that lead to business performance improvement. Additionally, as the field develops, the IET will be developing into a multi-skilled technician with knowledge and experience in production operations to address problems and identify sustainable solutions outside automation/I&E. Also collaborate with the Development team in the design, installation and commissioning of the I&E kit and will provide assurance for the integrity of existing instrumentation and controls infrastructure. The IET will report to the field-based Site Manager and will be based in the Carthage field office.

Responsibilities:

- Build a safe and efficient operations of the South Haynesville wells through reliable I&E infrastructure, automation integration and communication
- Utilize a Root Cause Failure Analysis process on all automation and electrical systems-related failures to resolve systemic defects and improve reliability
- Direct initiatives using a data motivated approach to optimize, modify, and deliver on priorities across our business. Also utilize critical thinking skills to identify trends, and consider solutions to issues.
- Identify and pilot new technologies and workflows to eliminate touchpoints or high-failure devices and will support scale development.
- Provide assistance for the commissioning of newly constructed facilities and work with development for gathering, investigating, and resolving early-life failures
- Support Site Manager in developing I&E expertise in the team and interact with other Business Units to learn from and share findings

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Position: Maintenance Team Lead

Qualifications: No degree required. Maintenance experience required. Must have welding experience.

Location(s): Orangeburg, SC (45 mi S of Columbia)

Compensation: \$30-\$32/hr + OT

Shift: 1st shift (7 am- 3:30 pm), Monday-Friday. On-call as needed for afterhours. Weekend coverage rotates.

Job Description: The Maintenance Team Leader is responsible for the installation of new equipment and maintaining the production capability of existing plant equipment. Supervises and/or performs all scheduled maintenance, mechanic activities, and maintenance-related tasks for the effective and efficient day-to-day operations of the Maintenance department. This includes performing basic electrical and instrumentation troubleshooting and establishing an effective plan of action to repair/replace malfunctioning equipment.

Responsibilities:

- Comply with all safety and material handling requirements
- Plan and conduct department safety meetings
- Responsible for thorough and timely completion of all PMs
- Responsible for auditing PMs, and keeping accurate records
- Supervise Mechanics and Electricians
- Prioritize and schedule work to be performed
- Receive, schedule, and follow up on Work Orders
- Inspect plant regularly, identify maintenance needs, schedule work
- Estimate labor type and time needed for task completion
- Schedule labor by type, as necessary for scheduled/anticipated task load
- Check storeroom for parts, supplies needed
- Order parts needed for scheduled maintenance tasks
- Operate a forklift
- Check the inventory of employees' tools
- Assist with special department projects and special team projects
- Perform other related duties as required
- Quote, source and purchase low-cost items needed for maintenance, including materials and tools
- Perform troubleshooting activities with mechanical and industrial electrical systems.
- Supervise outside contractors, coordinates work activities to maximize contractor time use and minimize impact to production activities

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Position:	Field Service Technician
Qualifications:	Minimum high school diploma or equivalent plus five (5) years' related technical experience and/or training, or equivalent combination of education and experience is required; Associate's degree (A.A.S.) from two-year College or technical school is preferred.
Location(s):	Northeastern US region. The position can be located in NJ, Eastern PA, Northern DE, or Northern MD; Must to be close to a major airport
Compensation:	\$65,000 - \$70,000
Travel:	75-80%; by company van or air travel depending on job location
Job Description:	<p>Performs a variety of repairs, as required, to glass lined steel process equipment at customer locations, with the general purpose of maintaining serviceability of the equipment by performing the following duties.</p> <p>Responsibilities:</p> <ul style="list-style-type: none">• Performs a variety of specific repairs to include: Drive Repairs, accessory replacement, equipment rigging, tantalum repairs of all shapes and sizes, Teflon repairs, and weld repairs.• Performs vessel Entry, Inspects equipment and determines repair requirements. Performs a variety of diagnostic tests to include: Ultra Sonic, Dye Penetrant, Electric testing, Thickness testing of glass and metal substrates, Statiflux testing. Jacket cleaning services including equipment hook-up and chemical analysis of cleaning solution.• Maintains a personal inventory, accurately. Completes a variety of paper work, related to the job, accurately and timely. Handles sensitive customer relationships.• All of above done on a daily basis.

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Position: Facilities Maintenance Technician

Qualifications: **No degree required. Maintenance troubleshooting with Mechanical Equipment and Electrical equipment. Experience with plumbing, drywall, and HVAC preferred. Must have boiler experience.**

Location(s): **Bell, CA (11 mi S of LA)**

Shift: **M-F (8AM – 5PM) must be flexible on hours when critical needs arise.**

Compensation: **\$26 - \$37/hr +OT when needed.**

Job Description: Perform Facilities Maintenance including Mechanical, Electrical, Plumbing and HVAC.

Responsibilities:

- Perform plant GMPs
- Perform stocking and supplying of janitorial, GMP supplies.
- Respond to trouble line calls.
- Perform Building Preventative Maintenance tasks by following PM standards.
- Identify and perform continuous improvement activities.
- Communicate daily with supervision on any production abnormality or improvement opportunity.
- Perform 5S duties as assigned
- Complete routine Work Orders, Work Requests as required
- Assist with organizing sorting general maintenance components in the maintenance lab.
- Correct and/or report all unsafe conditions immediately
- Perform other duties or projects as assigned by Supervisor.

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Position:	Sales Executive
Qualifications:	No degree required. Previous Sales or Customer Service experience preferred but not required. MUST have a valid driver's license with a clean driving record.
Location(s):	Colora or Harve De Grace, Maryland (75-80 mi N of Washington DC and 65-70 mi S of Philadelphia)
Travel:	50% - one week in office, one week on the road (may require some weekend travel)
Compensation:	\$60,000-\$80,000 + annual bonus
Job Description:	<p>Sales position that will be responsible to cover the East coast. Service current clients and bring in new customers.</p> <p>Responsibilities:</p> <ul style="list-style-type: none">• Attention to detail. Good with people. Ability to think out the box.• Self-starter, fast learner and ability to move on creating new business• Develop a business plan and sales strategy for the market and assist in penetrating new markets• Develop and maintain relationships with current and prospective clients• Create and conduct proposal presentations and pricing responses• Attend vendor/customer shows and conferences• Analyzes customer activity to determine trends and opportunities

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Position:	Electromechanical Maintenance Technician
Qualifications:	No degree required. Electromechanical techs desired. 5-7 years' experience necessary. Maintenance/troubleshooting of electrical systems, hydraulics, pneumatics, drive shafts, control systems.
Location(s):	Quakertown, PA (47 mi NW of Philadelphia)
Shift:	2nd shift; 3pm-11:30pm
Compensation:	\$24-30/hr + OT eligible and quarterly incentives
Job Description:	Electromechanical maintenance with troubleshooting, maintenance, and preventative work for electrical equipment and control systems, drive shafts, gear boxes, hydraulic and pneumatic flows. Reading blueprints, piping, welding. PLC knowledge a plus. Work with another individual during shifts. Total team of 5 technicians. Position reports to the Production Manager.

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Position:	I and C Technician
Qualifications:	No degree required. I and C background necessary.
Location(s):	Newton, WI (22 mi N of Sheboygan)
Shift:	1st shift - 7:00 – 3:30; Techs work a weekend rotation schedule TBD
Compensation:	\$70,000 + OT
Job Description:	<p>This position is responsible for executing maintenance and operating gas processing facilities at seven dairies in which anaerobic digester gas is processed and turned into renewable natural gas that is injected into a natural gas pipeline. Most work is within the vicinity of dairy farms and similar agricultural facilities. These sites take digester gas and strip carbon dioxide and oxygen out of the gas stream, creating a natural gas product for delivery into natural gas pipelines. At sites not directly connected to the interconnect outside of Manitowoc, WI, the processed gas will be trucked in and injected in the pipeline. The facility technician will be responsible for executing maintenance on compressors, pipelines, conduct electrical troubleshooting, create operational reports, and safely operating a complex renewable natural gas processing plant while maximizing profitability. Attention to detail, especially with the correct metering of renewable gas, will be critical to success. This position will report to a Facility Manager located at the Manitowoc facility. While work hours are primarily during normal daylight hours, call-outs and flexibility of work hours will be necessary.</p>

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Position: Maintenance Manager

Qualifications: BSE required.

Location(s): Denison, IA (70 mi NE of Omaha, NE) AND Greenville, OH (45 mi NW of Dayton)

Compensation: \$88,000

Job Description: The Maintenance Manager is responsible for all aspects of equipment readiness for all plant operations, building facilities including large ammonia refrigeration system, and maintaining PSM to ensure all regulatory requirements are met.

Responsibilities:

- Lead maintenance team to observe all safety programs that help ensure the protection of all plant employees and visitors.
- Directs the analysis of mechanical and operational problems on plant equipment, overseeing the planning and implementation of corrective action as a member of the plant's steering team
- Directs and maintains proper records for Process Safety Management procedures and requirements.
- Coordinates with Corporate Engineering staff when necessary to facilitate project completions.
- Represents the company's position and interest in dealing with outside contractors, vendors, and engineering consultants. Prepares purchase orders for the acquisition of equipment and services as appropriate.
- Oversee the continuous monitoring of production and process equipment for proper operation.
- Create, implement, and maintain preventative maintenance program of production including inspection of plant equipment and inventory replenishing system for parts.
- Maintain certifications for calibrated equipment, maintenance documentation, machine history, and all other appropriate documentation for production equipment.
- Maintain organization of Maintenance Repair Area and any other area where repair work is in progress.
- Prepare daily activity plans for maintenance team personnel
- Read and assess Profit and Loss statements and take corrective action in his/her area of control
- Practice good management principles and adhere to established best practices in hiring, promoting, directing, reviewing, disciplining and motivating employees.

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Position: Industrial Machine Technician

Qualifications: No degree required. Maintenance troubleshooting experience with mechanical equipment and electrical equipment required.

Location(s): Santa Ana, CA

Shift: Second Shift M-F (1:30pm to 10:00pm). Some weekend OT each month necessary. 2-3 weeks of training will be first shift.

Compensation: \$25-\$28/hr + OT

Job Description: Under the supervision of the Technical Services Department Manager, the technician will perform maintenance and repair procedures on various mailing and printing related devices, according to factory troubleshooting and maintenance standards. The equipment includes, but is not limited to, Bell + Howell and Pitney Bowes intelligent mail inserting systems, Xerox and OCE/Canon printers, Lasermax/Tecna cutters and stackers, offline folders, cutters, tabbers, and glue systems, as well as other finishing equipment.

Responsibilities:

- Troubleshoot, adjust, and repair electronic and mechanical failures to return equipment to factory specifications utilizing appropriate technical documentation, schematics, and procedures.
- Estimate time required to complete repairs to factory specifications.
- Comply with all applicable safety procedures for working on mechanical and electronic devices including lock-out/tag out and anti-static procedures.
- Attend training courses or activities for various systems and sub-systems as required.
- Maintain time and repair records for all equipment serviced during shift.
- Confer with manager to prioritize maintenance and repairs based on production needs.
- Work with inventory coordinator to ensure stock levels are maintained as needed to repair FSSI equipment to factory specification.
- Must effectively manage time, prioritize repairs, and complete all assigned maintenance on a daily basis.

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Position:	Field Service Technician
Qualifications:	No degree required. Electro-mechanical background required. Clean driving record is a MUST.
Location(s):	Chicago, IL
Shift:	Day shift
Travel:	1-2 overnights a week
Compensation:	\$55,000 - \$60,000 + OT and 8% target bonus
Job Description:	<p>The Field Service Technician is a customer-focused role supporting the greater Chicago area. They will provide repair, installation, and maintenance of equipment at customer sites and improve customer satisfaction through a high level of response and service to the account.</p> <p>Responsibilities:</p> <ul style="list-style-type: none">• Maintain exceptional customer relationships and drive excellence in customer service• Provide remote support to customers as required• Assist with trade-shows and demo's• Assist other associates as needed• Actively participate in process improvement initiatives

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Position: Electrical Technician

Qualifications: No degree required. 2-3 years of Electrical Technician experience required.

Location(s): Ringwood, IL (65 mi NW of Chicago)

Compensation: \$35– \$40/hr + a potential for OT

Job Description: In this position, the Electrical Technician provides maintenance and troubleshooting assistance to the facilities electrical and instrumental systems.

Responsibilities:

- Assist other maintenance personnel in the maintenance and repair of industrial equipment.
- Replaces faulty electrical components of machine, such as relays, switches, and motors, and positions sensing devices, using hand tools.
- Diagnoses and repairs or replaces faulty electronic components, such as printed circuit using electronic test equipment and hand tools.
- Installs and repairs electrical systems, and electrical and electronic components of industrial machinery and equipment.

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Position: Senior Project Manager

Qualifications: Bachelor's Degree in Engineering, Business Management; or 2 years of relative experience required. 2-3 years of Supervision/Management experience required.

Location(s): Phoenix, AZ

Compensation: \$65,000 - \$72,000 + potential for an Annual Bonus of 5% -10%

Job Description: Senior Project Manager is an individual who is excited about driving teams, solving problems and delivering valuable projects. As a key leader in project delivery they will lead teams to define and deliver large projects to successful outcomes.

Responsibilities:

- Lead and manage a staff of installers, junior project managers, and warehouseman.
- Oversee shipment coordination and product ordering.
- Responsible for coordinating with customers and their availability for installation dates.
- Manage projects within budget and the established schedule.
- Promotes leadership through collaboration, cooperation and communication across functional areas to ensure goals are achieved.
- Maintains focus on project plan tasks, manages risks throughout the life cycle and makes contingency plans to manage issues that pose risk to budget, time delivery or functionality.

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Position:	Field Service Engineer
Qualifications:	No degree required. Mechanical background. Air compressor experience desired.
Location(s):	Michigan City, IN (60 mi SE of Chicago)
Travel:	Up to two weeks per month (to Indiana, Illinois, and Michigan)
Compensation:	\$28-\$35/hr + 6% bonus potential
Job Description:	<p>Responsible for answering technical questions about products from customers, including installations, maintenance, repairs, and troubleshooting. Work with various departments to address concerns from the field to drive issues to a timely closure. Document service visits and generate reports with action items. Support Training Department for customers, distributors, and employees. Position reports directly to the Technical Service Manager of C&I Division. Travel about 3 weeks per month (expenses paid).</p> <p>Responsibilities:</p> <ul style="list-style-type: none">• Provide technical assistance related to products via phone and email queues• Travel to field jobsites to troubleshoot and assist in repair of compressors, dryers, and related components• Follow standard work for pre and post service preparation (submit expense reports, develop service reports, make travel arrangements)• Follow all Environmental Health and Safety policies and procedures• Communicate distributor feedback to management as VOC (Voice of Customer)• Drive field concerns to closure in a timely manner• Support goal of service within the Service Department of 95%• Assist in writing technical service bulletins

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Position: Maintenance Mechanic

Qualifications: No degree required. Maintenance troubleshooting with Mechanical Equipment experience required. Must have an understanding of electricity including 110 and 440VAC.

Location(s): Seattle, WA

Shift: Monday - Friday (8AM-5PM)

Compensation: \$23 - \$28/hr

Job Description: The maintenance mechanic will examine and repair industrial cleaning equipment, as well as other duties.

Responsibilities:

- Perform work, as outlined on repair orders, with efficiency and accuracy
- Diagnose cause of any malfunction and perform repair on industrial cleaning equipment including: dehumidifiers, air-movers, scrubbers, generators, vacuums, concrete grinders, truck mounted carpet cleaning equipment, and more.
- Communicate any and all part needs
- Examine equipment and vehicles to determine if additional safety/service work is needed
- Document work performed
- Maintain a clean and safe work environment
- Must follow all company safety policies and procedures
- Understanding of Voltage: 12 dc, 110, 220, and 440 ac single and three phase
- Engines: 1,2,3,4 and 8 cylinder Carburetor & Fuel injection technology
- Refrigeration: R22 and R410A Read and be completely familiar with all specification sheets.

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Position: Maintenance Technician

Qualifications: No degree required. 2+ years of experience with Blueprints/schematics, Machinery, Hydraulic pumps, and Electrical. Experience with boilers a plus.

Location(s): Baton Rouge, LA

Shift: 2nd shift, 2:00pm -10:30pm

Compensation: \$20-25/hr

Job Description: Handle work orders and process management systems on machinery, hydraulic pumps, schematics and blueprints.

Responsibilities:

- Assisting with repairing, maintaining, installing and troubleshooting industrial equipment, systems and components including but not limited to washers, dryers, steam tunnels, conveyor systems and boilers
- Assisting with performing preventive/predictive maintenance; resolving safety concerns
- Performing indoor and outdoor housekeeping
- Monitoring inventory supplies and maintaining maintenance records

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Position:	Field Solar Technician II
Qualifications:	No degree required, but AA/AS preferred. Electrical, Mechanical or Electro-mechanical experience required.
Location(s):	Must be located within driving distance of Marlborough, MA
Shift:	M-F day shift
Travel:	Technician will drive to locations around central Mass. A service vehicle will be provided.
Compensation:	\$33-\$35/hr
Job Description:	<p>Perform Corrective, preventative and emergency maintenance on commercial solar equipment.</p> <p>Responsibilities:</p> <ul style="list-style-type: none">• Perform corrective, preventive, and emergency maintenance and operations for which they are qualified to safely and efficiently perform;• Perform other technical and administrative duties associated with operating and maintaining a power facility;• Ensure work is performed in accordance with Environmental and Safety requirements;• Perform work independently and/or in work crews.

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Position: Production Shift Supervisor

Qualifications: No degree required. Prior supervisory experience to support production, packaging, and shipping departments required. Forklift experience a plus.

Location(s): Baxter Springs, KS (15 mi SW of Joplin, MO; 100 mi NE of Tulsa)

Shift: 2nd shift (2pm-10pm) or 3rd shift (10pm-6am) Monday-Friday, occasional Saturdays

Compensation: \$40,000-\$50,000 + annual bonus potential

Job Description: Manage daily plant production, packaging and shipping in an efficient manner. Coordinate with maintenance to ensure all equipment is maintained for optimal operating efficiency. Provide effective leadership to maximize production.

Responsibilities:

- Form, develop, and coach an Operating Team.
- Manage daily employee activities such as timekeeping, vacation, overtime, and employee attendance policies.
- Provide performance feedback to employees on a regular basis including performance reviews
- Apply personnel practices that adhere to Good Manufacturing Practices standards (GMP).
- Utilizing Redzone, recognize downward performance trends and act on that data to improve performance.
- Gather data and execute a daily strategy, which maximizes product quality and productivity.
- Establish and monitor training goals.
- Work in concert with training coordinator to manage training initiatives for staff members. Coach through training guides for production and packaging equipment to include operation, operator maintenance, and trouble shooting.
- Ensure initial and recurring training is being accomplished and documented by working with training coordinator and by following established training plans. Make recommendations for training initiatives.
- Troubleshoot production problems on a timely basis
- Anticipate technical problems and (when appropriate) proactively troubleshoot and make technical adjustments and/or notify Maintenance.
- Work with Maintenance to identify potential line improvements
- Communicate with other departments to schedule sanitation or maintenance activities.
- Ensure inventory is scanned into and out of the computerized inventory system using hand-held scanners as required

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Position: Purchasing Agent

Qualifications: No degree required. 2+ years' experience with inventory, procurement, supply chain, or production planning.

Location(s): Baxter Springs, KS (15 mi SW of Joplin, MO; 100 mi NE of Tulsa)

Shift: Monday-Friday 8-5

Travel: Occasional travel required to other plant locations

Compensation: \$45,000 - \$55,000 + annual bonus potential

Job Description: Work with inventory control processes, procedures, and production planning for accurate recording of all relevant transactions using the Material Requirements Planning system to keep business running effectively. Use sound judgment and discretion in making important and timely purchasing decisions, including production planning, inventory control, and purchasing functions.

Responsibilities:

- Check inventory levels for upcoming runs
- Effectively communicate with customers in regards to material requirements and shortages
- Check current inventory for production requirements
- Order ingredients and supplies, and coordinate deliveries of customer-owned inventory
- Assist Master Scheduler in scheduling production
- Monitor inventory and reorder levels of all raw materials
- Assist Sales and Operations in the prevention and disposition of obsolete inventory and aging items
- Work with Operations to manage warehouse space and organization
- Coordinate with operations in regards to issues relating to packaging, material transfers and work-in process
- Place vendor purchase orders using ERP system
- Organize Vendor product information
- Schedule deliveries of raw materials utilizing a JIT delivery system
- Ensure proper paperwork accompanies products delivered (i.e. Certificate of Analysis, Bill of Lading, Truck Seal Numbers, Purchase Order Numbers, Etc.)
- Work with Sales dept. for sourcing new items and pricing
- Assist / backup Purchasing Manager with commodity pricing and contract negotiation
- Notify Purchasing Manager of significant price changes
- Maintain vendor information and notify appropriate parties of any new vendors or vendor changes

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Position: Instrumentation and Electrical Technician

Qualifications: High School Diploma or GED equivalent required. Experience working with and around high voltage up to 480V.

Location(s): Pierce, CO (77 mi N of Denver)

Shift: Day/After Hours (On call as well)

Travel: 25 Mile Radius from Office/Company Vehicle and Tools Included

Compensation: \$25 - \$30/hr

Job Description: The Instrumentation and Electrical Technician (I&E) will maintain, troubleshoot, and repair all instrumentation and controls systems at the Pierce Gas Plant and the associated gathering system. They will also be responsible for troubleshooting, maintenance and repair of all electric motors, motor control centers, and electrical systems up to 480V.

Responsibilities:

- Maintain, troubleshoot, install, and repair various types of instrumentation and controls systems
- Maintain calibrations and logs for all instrumentation as required
- Testing, troubleshooting, and repair faults and failures in pneumatic and electronic control equipment
- Maintain, troubleshoot, and repair all electronic safety systems and associated control devices
- Troubleshoot, service, and repair electric motors and equipment of varying types up to 480V
- Complete scheduled maintenance and calibrations on plant and field equipment
- Coordinate with plant and field operations to monitor equipment and instrumentation
- Maintain spare parts inventory for plant and field equipment
- Ability to perform minor and major repairs on various types of process control equipment, control valves, pneumatic systems
- Ability to troubleshoot, diagnose, and repair electric and pneumatic control systems and components, electric motors, and other electrical systems and equipment up to 480V
- Knowledge of, and experienced in, lock out tag out requirements for process, compression and pipeline facilities
- Able to remain focused and work alone with minimal supervision
- In depth understanding of, and ability to create and follow, preventative maintenance programs
- Willing to accept accountability for own decisions, performance, and behavior

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Position: Plant Operations

Qualifications: High School Diploma or GED equivalent required. Operator experience required.

Location(s): Pierce, CO (77 mi N of Denver)

Shift: Day/After Hours (On call as well)

Travel: Some local travel

Compensation: \$25 - \$30/hr

Job Description: The Plant Operator is responsible for the routine operation of the cryogenic gas plant to ensure that the facility is operated in a safe, reliable, and economic manner consistent with site contracts, permits, regulations and instructions from regulatory agencies and the company.

Responsibilities:

- Monitor and change process variables as required to meet specification
- Safely complete walking rounds throughout the plant, monitor local gauges, and note or repair issues as needed
- Perform minor maintenance as needed on compressors, pumps, and other equipment as needed
- Write work orders as necessary for plant equipment repairs and problem areas
- LOTO of plant vessels and equipment as necessary for maintenance, inspection, or other work as required
- Generate daily reports based on operational and commercial data provided
- Provide permitting and safe work environments to all REP personnel and contractors as needed
- Communicate, as needed, with Plant Manager and Lead Operator about plant issues or process changes
- Adhere to all Federal, State, local and company policies

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Position:	Utility
Qualifications:	High School Diploma or GED equivalent required. Mechanical aptitude required.
Location(s):	Pierce, CO (77 mi N of Denver)
Shift:	Day/After Hours (On call as well)
Travel:	Some local travel
Compensation:	\$20 - \$26/hr
Job Description:	<p>The Utility will be an essential, all around team member within the plant and gathering system working in several different areas including plant operations, field operations, and equipment maintenance. Utilities will be required to train on plant operations to assist with vacation coverage, plant turnarounds, and other operational needs. Plant utilities may also be trained in maintenance or field operations as needed to meet staffing demands.</p> <p>Responsibilities:</p> <ul style="list-style-type: none">• Work with operations daily to complete normal plant functions such as cleaning, rounds, light maintenance work, and any other routine tasks• Assist mechanics with overhauls, compressor maintenance, and pump repairs• Assist the lead operator and shift operator during abnormal operations• Take ownership of any plant areas in need of cleaning, or other routine housekeeping needs• Adhere to all Federal, State, local, and company policies

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Position: Fulfillment Center Operations Manager

Qualifications: Bachelor's Degree required, preferably with a concentration in Supply Chain, Logistics, or Business. 10+ years of People Management experience in a fast paced environment required.

Location(s): Greencastle, PA (65 mi SW of Harrisburg)

Shift: 2nd Shift

Compensation: \$100,000 - \$115,000

Job Description: To manage shift operation of a multi-shift fulfillment center providing direction to first line supervisors and hourly associates. Accountable for the daily, weekly and monthly planning, preparation and performance of shift departments and associates ensuring every order entered is selected, packed, and shipped for next day delivery.

Responsibilities:

- Oversee each department to ensure products get properly picked, packaged, and shipped out to customers for timely delivery
- Develop and achieve the performance goals and objectives by department
- Assist in the development of productivity & accuracy standards and follow-up to ensure acceptable quality control standards are met
- Work to improve accuracy and customer service and quality levels in each department
- Analyze and make improvement recommendations to established departmental processes and procedures
- Responsible for ensuring that department associates are trained safe work practice
- Manage associates keeping those safe work practices as first priority, making sure they are followed to support a safe work environment
- Develop supervisors to be capable of coaching, counseling and motivating Associates to attain optimum performance, productivity levels, and associate morale
- Ensure communication and teamwork among staff to aid in the accomplishment of the department objectives
- Provide for continued on the job training for all FC Associates
- Ensure that all company and HR policies and practices are communicated to department associates and practiced consistently (i.e. Ready to Serve policy, Workers Comp programs, Frameworks, etc)
- Monitor operational policies and procedures to ensure the most efficient and effective processing of delivery orders; control of damages, errors and mis-picks; and excellence in customer service levels
- Assist the FC Manager in the monitoring of in-stock position

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Position: Fulfillment Center Warehouse Supervisor

Qualifications: No degree required. Must have 2-3 years' experience working in a warehouse environment. Computation/mathematical ability and reading comprehension of technical/financial materials and reports required.

Location(s): Greencastle, PA (65 mi SW of Harrisburg)

Shift: 2nd Shift (2pm to Finish / Monday-Friday) or 3rd Shift (11pm to 7am Sun-Fri... OFF: Friday after 7am-Sunday at 11pm)

Compensation: \$60,000 - \$70,000

Job Description: The Fulfillment Center (FC) Supervisor is responsible for first-line management and overall performance of his/her department. This position is responsible for preparing and planning strategies to meet the department's daily, weekly, and monthly goals. Responsibilities also include coaching and managing associates to high performance standards and recognizing individual and team success. The FC Supervisor works in concert with the senior management team in the pursuit of operational excellence and the facility's all-around success.

Responsibilities:

- Achieve performance goals and objectives in the areas of productivity, accuracy and expense control, as depicted by the budget
- Analyze and conceptualize methodology
- Make appropriate improvements to department processes and procedures
- Participate in the hiring of skilled associates
- Develop individual associate's skills, standards and morale through training and coaching
- Direct, support and delegate tasks as appropriate to an individual associate's skill level
- Give consistent and thorough feedback to associates, conduct timely Performance Appraisals, and deliver disciplinary action if necessary
- Understand and effectively communicate company policies to ensure compliance and consistent administration
- Read, understand and analyze daily, weekly, and monthly operational reports; use these reports to evaluate department's performance
- Compute figures to accurately plan/adjust headcount to meet department's objectives
- Foster communication and teamwork among staff to ensure accomplishment of operational goals
- Develop and execute daily and weekly action plans to meet department and Fulfillment Center performance expectations

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Position: Maintenance Manager

Qualifications: Technical degree preferred, but not required. Understanding of equipment operation needed. Basic understanding of Maintenance operations and CMMS systems required.

Location(s): Edgewood, NY (Long Island)

Shift: Monday-Friday 8-5 – Need to be available to support 24/7 facility

Compensation: \$90,000-\$110,000

Job Description: To plan, lead, organize and control maintenance activities of production process and all plant areas. To plan, lead, organize and control maintenance of grounds, building and equipment and operation of general utilities for maximum efficiency at minimum cost in accordance with corporate division policies and health, safety and environmental regulations.

Responsibilities:

- Manage maintenance activities of grounds, building and all plant equipment (Extrusion, Press, Finishing, Areas and all plant areas).
- Manage operation of utilities, powerhouse, electrical power, water treatment, heating, ventilation and air conditioning.
- Coordinate planning and scheduling of personnel in accordance with work orders and other necessary assignments.
- Utilize (interview, train, motivate, direct, etc.) personnel to their maximum potential with regard to their personal well-being (job satisfaction, safety, morale, etc.)
- Interface with maintenance staff and other departments on schedules, problems and other maintenance matters.
- Monitor and control inventory and ordering of parts, tools and other operating and maintenance supplies.
- Manage maintenance aspects involved in environmental activities (waste, solvent, wastewater, etc.)
- Maintain inspections of safety and fire equipment.
- Plan and organize department budget and explain variances.
- Utilize Maintenance Software to manage/reduce maintenance costs.
- Review personnel problems and recommend corrective action to plant and division management.
- Coordinate and update training program for mechanics, electricians and machinists.
- Handle the responsibility for plant emergency maintenance.

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Position:	Field Service Engineer
Qualifications:	No degree required. Mechanical background. Air compressor experience desired.
Location(s):	can live anywhere in Oregon or California
Travel:	Up to three weeks per month
Compensation:	\$28-\$35/hr + 6% bonus potential
Job Description:	<p>Responsible for answering technical questions about products from customers, including installations, maintenance, repairs, and troubleshooting. Work with various departments to address concerns from the field to drive issues to a timely closure. Document service visits and generate reports with action items. Support Training Department for customers, distributors, and employees. Position reports directly to the Technical Service Manager of C&I Division. Travel about 3 weeks per month (expenses paid).</p> <p>Responsibilities:</p> <ul style="list-style-type: none">• Provide technical assistance related to products via phone and email queues• Travel to field jobsites to troubleshoot and assist in repair of compressors, dryers, and related components• Follow standard work for pre and post service preparation (submit expense reports, develop service reports, make travel arrangements)• Follow all Environmental Health and Safety policies and procedures• Communicate distributor feedback to management as VOC (Voice of Customer)• Drive field concerns to closure in a timely manner• Support goal of service within the Service Department of 95%• Assist in writing technical service bulletins

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Position: Team Leader

Qualifications: No degree required. Demonstrated leadership experience. Must have at least 1+ years of hands on, direct report leadership experience. Bilingual in Spanish a plus, but not a must.

Location(s): Torrance, CA (19 mi SW of LA)

Shift: 1st shift (5:00am - 1:30pm, Monday - Friday) or 2nd shift (1:30pm - 10:00pm, Monday – Friday). Occasional Saturdays required.

Compensation: \$24/hr + OT

Job Description: Will be assisting the supervisor by overseeing a group of employees and maintaining inventory of components on a daily basis.

Responsibilities:

- Takes charge of department when the supervisor is away.
- Follows Safety, Quality, and Housekeeping core operating principles.
- Sets the production runs.
- Assigns employees particular job duties throughout the shift.
- Coordinates work orders according to the daily work schedule.
- Checks the inventory for materials necessary to complete the assignments.
- Feeds material to the production lines and interfaces with the material handlers.
- Checks the equipment to see if it is operating properly, safely and is ready for production.
- Continually checks quality of parts being produced, making sure all safety equipment is used correctly.
- Checks work orders to assure correct parts are ordered.
- Fills out time cards, and other necessary forms.
- Conducts safety meetings and fills out accident reports in cases of injury.
- Verifies the quantities of the product produced to prevent over runs.
- Tracks attendance for employees on a daily basis.
- Obtains the necessary purchased parts from stores and provides labels for the finished products.
- Completes supervisory duties such as split-offs, timecards, interviews, and disciplinary actions.
- Uses the SAP software to retrieve and input information.
- Periodically assists in orienting and training lower level employees.
- Assists the supervisor/manager with employees' performance evaluations.
- Informs supervisor of matters pertaining to the department.
- Follows and implements all safety regulations and procedures.
- Identifies potential hazards in the work area.

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Position: Production Supervisor

Qualifications: No degree required. Demonstrated leadership experience. Must have at least 1+ years of hands on, direct report leadership experience. Bilingual in Spanish a plus, but not a must.

Location(s): Sayre, PA (38 mi S of Ithaca, NY and 80 mi NW of Scranton)

Shift: 2nd (3pm to 11pm) or 3rd (11pm to 7am) Shift

Compensation: \$50,000-\$60,000 + annual bonus

Job Description: Responsible and accountable for providing leadership in assigned department to achieve departmental and plant business objectives. Typically supervise between 15-50 employees. Departments like Dimension, Center Panel, Doors, and Finishing have a high number of employees. Departments such as JIT, Shipping, and Time save, Lumber have low number of employees.

Responsibilities:

- Assign and coordinate work, assist with employee selection, review employee performance, resolve employee issues and administer company policies in assigned department.
- Coordinate and direct activities of dept. to maximize productivity and minimize cost while maintaining quality, safety, and plant housekeeping and employee morale.
- Ensure all job-related accidents or injuries are reported by those responsible, and take appropriate corrective action quickly.
- Recommend equipment upgrades, staffing adjustments and process modifications while inspecting product to verify product standards and specifications are met.
- Provide technical and behavioral coaching and development to employees.
- Manage and drive departmental performance measures articulated in Manufacturing Operating System (MOS), including visual controls and provide regular progress reports to management & Track absenteeism and timekeeping in Kronos.
- Accountable for all aspects of ISO 14001/QMS compliance within assigned area.

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Position: Senior Production Supervisor

Qualifications: No degree required. Demonstrated leadership experience. Must have at least 1+ years of hands on, direct report leadership experience. Bilingual in Spanish a plus, but not a must.

Location(s): Sayre, PA (38 mi S of Ithaca, NY and 80 mi NW of Scranton)

Shift: 2nd (3pm to 11pm) or 3rd (11pm to 7am) Shift

Compensation: \$60,000 - \$70,000 + annual bonus

Job Description: Responsible and accountable for providing leadership in assigned department to achieve departmental and plant business objectives. Typically supervise between 15-50 employees. Departments like Dimension, Center Panel, Doors, and Finishing have a high number of employees. Departments such as JIT, Shipping, and Time save, Lumber have low number of employees.

Responsibilities:

- Assign and coordinate work, assist with employee selection, review employee performance, resolve employee issues and administer company policies in assigned department.
- Coordinate and direct activities of dept. to maximize productivity and minimize cost while maintaining quality, safety, and plant housekeeping and employee morale.
- Ensure all job-related accidents or injuries are reported by those responsible, and take appropriate corrective action quickly.
- Recommend equipment upgrades, staffing adjustments and process modifications while inspecting product to verify product standards and specifications are met.
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Position: Electromechanical Maintenance Technician

Qualifications: No degree required. Electromechanical maintenance background required. Experience with hydraulics, pneumatics, trucks, forklifts, industrial production equipment desired.

Location(s): Baxter Springs, KS (15 mi SW of Joplin, MO; 100 mi NE of Tulsa)

Shift: 2nd (2pm to 10pm) or 3rd (10pm to 6am) Shift; Monday-Friday w/ occasional Saturdays.

Compensation: \$20-\$23/hr

Job Description: Supports the manufacturing facilities in all areas of the manufacturing process. Maintains productivity, efficiency, safety, quality, and sanitation. Form, fabricates and assembles components for experimental projects, and repairs and modifies existing machines/equipment/ facilities to ensure reliable, consistent operation according to directions, specifications and approval of supervision.

Responsibilities:

- Form and fabricate parts and components working from graphic, written or verbal directions
- Use machine tools, electric equipment and instruments working with a variety of metals and other materials within prescribed tolerances
- Analyze malfunctioning machines and systems (electrical, pneumatic, hydraulic, etc.), recommend corrective action and make repairs or modifications as approved by the Maintenance Supervisor
- Maintain a working understanding of plant production process equipment, systems and facilities in order to perform maintenance effectively under general direction
- Work in cooperation with all other Departments to maintain a safe environment for food production and workers
- Shares responsibility with all team members for meeting or exceeding all Quality, Safety, Sanitation, Environmental, and GMP standards
- Functions as a resource to troubleshoot processing problems
- Responsible for equipment and facility repairs/improvements to ensure a safe and productive environment
- Responsible for establishing and maintaining preventive maintenance schedules
- Ensures all process lines, equipment, and systems are fully operational and maintained