

Context:

With over €500m turnover, 20 production sites and 16 countries and a workforce of 2'500, Calderys provides value-added refractory solutions by supplying the most comprehensive range of monolithic and fire brick products for the iron, steel, foundry, aluminium, cement, thermal industries and petrochemical markets. Calderys is a division of the Imerys Group – world leader in industrial minerals, listed on the Paris Stock Exchange.

For our group of companies in Indonesia, **PT Indoporlen** (PMA) and its subsidiaries, we are looking to support our growth by hiring a high potential **MAINTENANCE ASSISTANT MANAGER**, reporting to the expatriate Production Manager. He will take full charge of the plant maintenance function in the Indonesian entities with the following dimensions:

Dimensions:

- The company is based on a solid and complementary business model including manufacturing, distribution and product installation services.
- The company headcount is more than 500 in Indonesia.
- The Maintenance Manager manages a team of around 40 employees.

Mission:

Maintenance:

- Participate in objective setting, plan development and performance review of **plant performance**.
- Initiate, implement and manage the **plant maintenance program** based on best practices, with an emphasis on planning/scheduling and preventive/predictive maintenance.
- Review the operations of **plant equipment** and **systems** constantly to **minimize unplanned downtime**, anticipate and solve **problems** in a **timely manner**, and identify **improvement opportunities**.
- Prepare **preventive maintenance** plan in order not to **reduce production** time.
- Establish and maintain a **computerized maintenance management** system for tracking **work orders, spare parts, costs** and maintenance history of plant equipment.
- Prepare reports, analyse data, make **recommendations** for **improving plant operations** and **solve maintenance related problems**.
- Implement **programs** and adapted **procedures** to ensure **plant cleanliness**.
- Assist with planning and implementing **plant improvements** and **expansions**.
- Track, **analyse and improve key maintenance parameters** such as **asset utilization, maintenance cost, PM compliance, schedule compliance**, etc.

Safety:

- Make sure that his team is **working safely** at all times and according to the company EHS policy.
- Maintain **safety, health** and **environmental** policies and procedures in line with **ISO 9001:2008**.

Management:

- Ensure that maintenance technicians are **adequately trained, equipped and motivated** so that the maintenance program can be accomplished in **safety, timely and cost effective manner**.
- **Maintains and update operating and training manuals** for the maintenance department.
- **Communicates regularly** with all maintenance technicians, **both individually and as a group**, to ensure **good two way communication** concerning maintenance issues.
- Conducts **employee performance** reviews based on job description to determine **competency, knowledge** and contribution of maintenance technicians.
- Assist with **hiring** of maintenance personnel.
- **Coordinate activities** with **Plant Operations Department**.

Researched Profile:

- High-potential Indonesian individual male, S1 or S2 or equivalent, graduated in Mechanical/Electrical Engineering or equivalent.
- At least 10 years of Maintenance experience, with at least 5 years in a managerial position, ideally in an international environment (PMA...).
- Business and people-oriented, able to adapt to an entrepreneurial environment.
- Proactive, highly motivated and good team player able to build up relationships and work well with other department managers. "Commercial sense", diplomacy & negotiation skills, organised, reactive.
- Computer literate & ERP, administration.
- ISO 9001, ISO 14001, OSHAS 18001 knowledge.
- Good command of English is required; another language could be a plus.

Miscellaneous:

The position is based **at our Bekasi plant**.

www.indoporlen.com

www.calderys.com

Possible career evolution within both the Calderys Group and / or the parent Imerys Group.

Please send your application via email to: recruitment.indonesia@calderys.com

with the reference "**MAGM**" in the title of your email.