



**Position Title:** Operations Rotational Development Program - Foreman-in-Training  
**Location:** Lodi Region  
**Approx. Timeframe:** June 2017- August 2019, with a full time employment opportunity upon completing the program (employment may not be in Lodi Region).  
**How to apply:** Visit <http://www.cbrands.com> and search requisition #6582

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**Summary/Objective:**

The Foreman-in-Training is a position within the Operations Rotational Development Program. This consists of three rotations, each being 8 months long, in bottling, cellar, and warehouse; this includes development in leadership, operations, and business acumen. The Foreman-in-Training will assist the Foreman in overseeing, training, and motivating employees in the department to ensure quality, efficiency, and safety while assisting with day-to-day duties and special projects.

**Essential Job Functions:**

- In collaboration with the Foreman assist with assigning daily work and tasks to employees.
- Get materials and/or tools ready for the day.
- Check quality and quantity of work performed at various functions.
- Ensure compliance with Safety rules and procedures, Standard Operating Procedures (SOP's), and Good Management Practices (GMP's),
- Assist in training of employees in proper work techniques, sustainability and safety.
- Refer employee relations and disciplinary issues to Manager/Supervisor.
- Perform all levels of hands-on tasks for the respective department with a direct role and active presence on the production floor.
- Support in department tailgates, discuss safety topics, and lead stretching exercises.
- Responsible for compliance with CBI sustainability policies and practices which are economically viable, socially acceptable and environmentally sound. This is done by supporting programs at each location for conservation, energy efficiency, and recycling, which are critical for our operations to achieve tangible environmental results.
- Safety-follow safe operating procedures, support safety programs and policies to safeguard personal safety, company property, environmental and team member's safety.

### **Core Competencies:**

- Communicating effectively
- Building relationships & teamwork
- Customer/ consumer focus
- Initiative and results orientation
- Planning and organizing
- Role expertise

### **Qualifications:**

- Bachelor's Degree or equivalent
- 2-5 years' experience
- Must have basic writing, math and computer skills
- Must exhibit leadership skills, excellent problem-solving and critical-thinking skills.
- Self-motivated, ability to learn quickly and thrive in a fast-paced environment.

### **ADA Physical/Mental/Workplace Requirements:**

- Physical Requirements: The employee frequently is required to sit, talk or listen and drive long distances. The employee is occasionally required to stand; stoop, kneel, crouch, or crawl; and taste or smell. Frequent walking, including going up and down stairs and ladders, and bending are required. The employee must occasionally lift and/or move up to 50 pounds.
- Work Environment: Working conditions in certain areas of the winery are cold, wet, slippery and noisy. Involves exposure to hazardous conditions. Irregular shifts, including graveyard, and long hours may be required, particularly during harvest.
- Travel Required: Occasional

*The purpose of this description is to describe the essential job functions and the level of work performed by individuals assigned to this position. This description is not an exhaustive list of all job duties performed by this position. Management reserves the right to modify, add or remove duties from jobs and assign other duties as necessary.*