

Hormel Foods

MAJORS: Agricultural Engineering, Chemical Engineering, Civil Engineering, Electrical Engineering, Engineering Mechanics/Engineering Physics, General Engineering, Industrial Engineering, Mechanical Engineering

TITLE: ASSOCIATE INDUSTRIAL ENGINEER

JOB DESCRIPTION:

Hormel Foods has exciting opportunities for Industrial Engineers in our production facilities.

RESPONSIBILITIES

- Drive Continuous Improvement in our plant operations
- Develop an understanding of the equipment and manufacturing processes
- Learn and use Six Sigma tools such as DMAIC to solve problems
- Use LEAN principals to develop creative ideas to reduce waste and cost in the process
- Participate in and eventually lead an interdisciplinary task force for equipment installations or to improve plant operations
- Use AutoCAD to develop, design, and recommend plant and equipment layouts
- Research equipment and select vendors for new equipment purchase
- Develop project justification (Return On Investment)
- Develop facility capacity and utilization calculations
- Utilize work measurement to determine and recommend correct plant and line productivity requirements and employee staffing levels
- Maximize plant and line capacities
- Use ergonomic principles to develop and improve tools, equipment, and work stations
- Utilize simulation software to model plant operations to determine bottlenecks in the operation

- Offer sound technical and engineering advice for facilities performance to include Overall Equipment Effectiveness (OEE)

TRAINING

- Spend up to six weeks in a hands-on training environment before promotion to your own department
- The training program consists of working with experienced Industrial Engineers to learn these basic skills:

-Work measurement, time studies, and process flow

-CAD usage and development of plant equipment layouts

-Usage of our Labor Productivity and Labor Cost software

-Usage of our Data Collection software

-Overall Equipment Effectiveness (OEE)

-Ergonomics in a food manufacturing facility

-Continuous Improvement Process (CIP)

-Plant safety rules and requirements

-Hazard Analysis and Critical Control Point (HAACP)

-Total Quality Control (TQC)

-Good Manufacturing Practices (GMP)

- Receive continuous feedback regarding training and performance
- Attend a one week “new employee” orientation at the Corporate Headquarters. This will include presentations by different divisions to increase company knowledge, leadership, and technical skills, as well as fostering new relationships within the company. You’ll also get a chance to meet and talk with many of the vice presidents of our various divisions.

ADVANCEMENT

- Successful Associate Industrial Engineers will advance to higher-level engineer or management positions
- Other opportunities may exist in different departments, facilities, international, subsidiaries, or the Corporate Office
- Hormel Foods' promote-from-within philosophy rewards outstanding performance with rapid advancement in the company

BENEFITS

- Hormel Foods offers an excellent benefits package. Competitive base salary plus bonus, annual merit increase, performance reviews, medical, dental, vision, non-contributory pension, profit sharing, 401(k), stock purchase plan, and more.

JOB REQUIREMENTS

- Preferred candidates should have a Bachelor's degree or higher in Industrial Engineering, Manufacturing Engineering, Industrial Technology, Engineering Technology, or a related field with a 2.70 cumulative GPA or higher
- Open to relocation. Our typical starting locations for Associate Industrial Engineers include Austin, MN; Fremont, NE; Osceola, IA; or Rochelle, IL. Location is based on business needs at the time an offer is made.
- Be a citizen or national of the United States, a lawful permanent resident, or have authorization to work in the United States. Applicants must not now, or in the future, require sponsorship for an employment visa.

EQUAL OPPORTUNITY EMPLOYER

Please visit www.hormelfoods.com/careers to apply online.

TITLE: ASSOCIATE MAINTENANCE ENGINEER

JOB DESCRIPTION:

Brief Job Description: As an Associate Maintenance Engineer, you will supervise maintenance personnel and direct the modification, improvement and installation of high-tech equipment in a manufacturing facility to maximize equipment and facility productivity at minimum cost.

Responsibilities May Include:

- Making departmental decisions regarding maintenance (maintenance management)
- Developing an understanding of the equipment and manufacturing processes
- Training and supervising mechanics, electricians, plumbers and other skilled trades
- Offering sound technical and engineering advice for facilities performance improvement
- Utilizing a CMMS (Computerized Maintenance Management System)
- Using CAD to gather information and design custom alterations to equipment
- Selecting vendors for equipment purchases
- Troubleshooting mechanical processes
- Installing and starting-up new equipment and processes
- Developing creative ideas to cut costs
- Supervising equipment design changes
- Monitoring and controlling energy use
- Researching alteration requests and providing justification
- Negotiating and overseeing contract work
- Authorizing, delegating and following-up with maintenance work-orders
- Scheduling preventive maintenance for equipment

- Ensuring safety and security of physical plant and facilities
- Verifying and completing administrative work
- Communicating department projects with plant management

Job Requirements:

- Candidates should have a Bachelor's degree in Mechanical Engineering, Industrial Technology, Engineering Technology, Electrical Engineering, Civil Engineering, Agriculture Engineering or a related field with a 2.70 cumulative GPA or higher
- Must be open to relocation to our plant locations
- Must be a U.S. citizen or able to work in the U.S. for reasons other than practical training
- Successful engineers will be innovative, have good technical and mechanical knowledge and possess excellent interpersonal, communication and leadership skills

Locations:

- Most Maintenance Engineers begin their career in one of the larger manufacturing facilities in the upper Midwest (Austin, MN, Fremont, NE, Rochelle, IL, or Osceola, IA)
- Engineers are also placed in other manufacturing facilities in Kansas, Illinois, Iowa, Wisconsin, Georgia, California and Minnesota
- Location preferences are discussed during the interview process but cannot be guaranteed due to timing of the offer and available locations
- Starting location is usually determined at the time an offer is extended

Work Environment:

- Experience a great deal of variety in this hands-on position
- Spend time between the office, production floor and shop areas
- Much of the workday is spent in the manufacturing or shop areas

- The position provides an exciting combination of maintenance management, technical analysis, project work and administrative tasks
- Initially, 80 percent of tasks will be engineering management, leading employees and administrative responsibilities. 20 percent will be straight engineering and design
- No two days will be the same

Training:

- Spend up to six weeks in a hands-on training environment before being assigned to a department
- The training program consists of shadowing experienced Maintenance Engineers and training in Environmental and Regulatory Compliance, Economic Value Added (EVA), and Hazard Analysis and Critical Control Point (HACCP)
- Receive continuous feedback regarding training and performance
- Attend a one-week “new employee” orientation at the Corporate Office. This will include presentations by different divisions to increase company knowledge, leadership and technical skills, as well as foster new relationships within the company

Advancement:

- Advance to higher-level engineer or manager positions at your current location, another facility, subsidiary location, or the Corporate Office
- Maintenance Engineering is often the stepping stone to corporate engineering, project engineering, design engineering, or plant management. Corporate engineers do mostly project and design work.
- Additional opportunities may exist with Hormel Foods International Corporation, different departments, divisions, manufacturing facilities, or subsidiaries
- Our promote-from-within philosophy rewards high performance with rapid advancement

Benefits:

Hormel Foods offers an excellent benefits package. Competitive base salary plus bonus, annual merit increase performance reviews, medical, dental, vision, non-contributory pension, profit sharing, 401(k), stock purchase plan and more.

Travel Requirements:

Travel is not usually required. Travel to other cities or Hormel Foods' manufacturing facilities may be necessary for training or benchmarking purposes.

EQUAL OPPORTUNITY EMPLOYER

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TITLE: ENGINEERING INTERSHIPS

JOB OPPORTUNITIES

Hormel Foods Corporation has exciting opportunities for Engineering Interns! Hormel Foods interns gain real world experience by performing the duties of their full-time counterparts. They manage projects independently and obtain constructive feedback from supervisors through a formal review program.

Upon successful completion of the internship, you may be eligible to interview for a full time opportunity in plant maintenance at one of our Midwest facilities.

Qualified candidates will graduate in December 2012, May 2013 or August 2013. Successful candidates will have demonstrated leadership and persuasive skills, strong work ethic, and an entrepreneurial spirit. A requirement of this position is to be a citizen or national of the United States, a lawful permanent resident, or have a valid work visa. Applicants must not now, or in the future, require sponsorship for an employment visa.

Compensation consists of a competitive hourly wage and housing assistance.

Hormel Foods Corporation is a Fortune 500 multinational manufacturer and marketer of consumer-branded food products, many of which are among the best known and trusted in the food industry. Discover a rewarding Engineering Internship opportunity with Hormel Foods!

Electrical Engineering has a full-time, 40 hours per week, six-month internship to be held on a summer and a semester basis beginning late May, located at our Corporate Headquarters in Austin, Minnesota. The intern will be involved in one or more of the following assignments: plant electrical distribution, electrical coordination studies, industrial controls, access control, time & attendance, electrical safety, and power measurement software. The intern will update engineering information, conduct system testing, evaluate results, and make improvement recommendations regarding these assignments. Qualified candidates will be an Electrical Engineering major with a minimum 2.7 cumulative GPA requirement.

Design Automation Manufacturing has a full time 40 hours per week, six month internship to be held on a summer and a semester basis beginning late May, located at our facility in Hayward, Minnesota. The intern will work within our design engineering team and be involved in conceptualizing unique designs to challenging manufacturing and material handling problems and assisting engineers and plant personnel on implementing automation equipment into a production environment. The intern will work with 3-D CAD software to develop design solutions that meet budget, safety, sanitary and production requirements. The intern will work with other engineers to develop budget, scope and timeline requirements to meet specific goals for project completion.

EQUAL OPPORTUNITY EMPLOYER

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TITLE: INDUSTRIAL ENGINEERING INTERNSHIP

JOB DESCRIPTION

Hormel Foods has exciting opportunities for Industrial Engineering interns at our Corporate Office in Austin, MN and some of our production facilities including Austin, MN; Fremont, NE; Osceola, IA; and Rochelle, IL. These full-time, 40 hours per week internships will begin in late May and run for approximately three months.

The interns may work in various departments and throughout the plant to:

- Identify opportunities for improvements by performing ergonomic job surveys, analyzing operations, reviewing job loads, and making recommendations

- Identify improvements to work methods by reviewing the methods and analyzing potential method/design changes
- Analyze operations and create AutoCAD layouts
- Evaluate downtimes and methods to increase efficiency
- Evaluate, recommend, and install new equipment and layouts

Qualified candidates will have at least Junior status and be an Industrial Engineering, Manufacturing Engineering, Industrial Technology, Engineering Technology, or a related major with a minimum 3.0 cumulative GPA. Successful candidates will have demonstrated leadership and persuasive skills, strong work ethic, and an entrepreneurial spirit. Location is based on business needs at the time an offer is made. A requirement of this position is to be a citizen or national of the United States, a lawful permanent resident, or have authorization to work in the United States. Applicants must not now, or in the future, require sponsorship for an employment visa.

Hormel Foods interns gain real world experience by performing the duties of their full-time counterparts. They manage projects independently and obtain constructive feedback from supervisors through a formal review program.

Compensation consists of a competitive salary, paid housing allowance, and reimbursement of all expenses incurred on the job.

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