



Job Description

(Please review 'Instructions for Writing Job Descriptions' for assistance)

Job Title: Senior Director, Engineering -
Pepperidge Farm
Functional Area: Supply Chain - Engineering
Business Unit:
Incumbent (if available):
Location: Pepperidge Farm, Inc.
Department: PF Operations
FLSA: Exempt Nonexempt
Reports To (Title): Sr. VP Operations - Pepperidge Farm
Current Job Code:
Direct Reports (Titles): Directors

Attach organization chart, if available.

Indicate reason for completing job description (i.e., new position, promotion request, etc):

New Position Position Review/Update Promotion Request Other

General Summary

Under the guidance of the Sr. Vice President, Operations - Pepperidge Farm and in close partnership with the Vice President, Engineering Pepperidge Farm, International & Baking Technology, this position will lead the development and execution of the Pepperidge Farm capital plan. Individual will oversee management of multiple complex engineering and technical programs to meet those objectives, while supporting TDC efforts. Ensures timely and quality completion and evaluation of project progress and results. Responsible for leading the PF corporate engineering staff, as well as at the assigned plants, including personnel development, recruiting, and providing day-to-day communication and direction.

Principal Accountabilities (list in order of importance and indicate percentage of time spent on each)

1. Develop and execute engineering and technical programs to meet PF Supply Chain strategic and cost objectives, business initiatives, and R&D initiatives (25%)
2. Provide leadership to the successful development and execution of capital projects including, project planning, estimating, resource planning, engineering design, equipment sourcing, scheduling, cost tracking, and post project evaluation (25%)
3. Successfully manage the assigned human resources, including development, recruiting, providing timely feedback, etc., in order to achieve a highly performing and engaged organization. (15%)
4. Develop multi year capital plan and execute the current year capital plan for the assigned business (10%)
5. Provide technical leadership to the areas assigned, including having an understanding of current and future state of the art technologies (10%)
6. Provide support in the area systems reliability and identification of cost reduction opportunities to lower TDC (10%)
7. Other activities include external benchmarking, participating in industry events, managing expense budget, etc. (5%)

Job Complexity (provide several examples of typical work related problems that this position is expected to resolve)

- Develops options for the manufacture of new and existing PF products, identifying technologies, production capacity, potential locations and capital and expense costs
- Develops and executes PF annual capital plan, prioritizing the projects to be executed
- Provides leadership to the execution of complex, multi million dollar capital projects
- Defines equipment and technologies to be used, including developing plans for the replacement of existing equipment and facilities

Job Specifications (Knowledge, skills and abilities normally required for competent performance in the job)

- Minimum education required: BS Engineering education desired: MS Engineering, MBA
- Years of relevant experience: 10-15
- Knowledge, skills and abilities required:

Campbell Soup Company

Job Description

(Please review 'Instructions for Writing Job Descriptions' for assistance)

- Able to lead function for the development and completion of complex engineering projects, manage and control resources, establish strategic direction, manage financial responsibilities, manage multiple interdependent groups and solve complex technical problems
- Strong knowledge in the area of baking technology as well as, detailed knowledge of overall manufacturing engineering.
- Strong managerial and leadership capabilities. Must possess at least 5-10 years in a leadership role, and have experience managing staff, including managers.
- Exceptional verbal and written communication skills. Capable of conveying difficult information and gaining approval for certain action with operations, middle management, Vice President, and President, PF level personnel to accomplish assignments and convey necessary information.

Working Conditions

Disclaimer

The preceding job description has been designed to indicate the general nature and level of work performed by employees within this classification. It is not designed to contain or be interpreted as a comprehensive inventory of all duties, responsibilities and qualifications required of employees assigned to this job.

Campbell Soup Company

Job Description

(Please review 'Instructions for Writing Job Descriptions' for assistance)

Review/Approvals

_____ Name <i>Supervisory Approval</i>	_____ Signature	_____ Title	_____ Date
_____ Name <i>Human Resources Concurrence</i>	_____ Signature	_____ Title	_____ Date
_____ Name <i>Corporate Compensation Approval</i>	_____ Signature	_____ Title	_____ Date
		_____ <i>Approved Grade Level</i>	_____ <i>Date</i>