

## Senior Continuous Improvement Expert

### Job Summary:

Works with the all levels of the business unit (BU) to develop continuous improvement skills of employees, including but not limited to A3 problem solving thinking and shop floor management techniques. Must be a recognized industry expert in the field of lean operating systems or other continuous improvement change efforts such as the Toyota Production System or Lean Six Sigma. Responsible for executing an effective strategic-level implementation plan so the methods, tools and practices contained in DTE Energy's continuous improvement approach are effectively used across all business units. Continuously scans for external best practices and is recognized as one of the company's industry contacts.

### Key Accountabilities:

- Provides support for the organization during project development and execution to ensure effective application of continuous improvement tools and alignment with business goals and strategy.
- Ensures effective communication throughout the organization and acts as a steward for our continuous improvement approach.
- Proactively identifies gaps in the organization's performance and develops and executes strategic continuous improvement solutions to drive bottom line results.
- Consistently seeks out and learns continuous improvement best practices, proposes to the CI strategy team and relevant stakeholders, and implements them as appropriate.
- Provides support for the daily improvement of the organization through teaching, coaching, and consulting.
- Responsible for leading and managing the dynamics of high-impact cross-functional projects and business-wide improvement initiatives.
- Conducts continuous improvement training, helps identify business unit training needs, and provides input on appropriate training capacity.
- Develops a thorough understanding of continuous improvement tools, methods, and philosophies at all levels from senior executives to front-line employees, including other CI personnel, in a one-on-one and/or group environment.
- Utilizes continuous improvement to design, implement, improve, monitor, and align the tools into the way work is performed.
- Identifies, suggests, and implements best practices to facilitate effective solutions and methods that will improve processes in all areas of the business.

### Qualifications:

- Required: Bachelor's degree in Industrial Engineering, business, science, or a related discipline, and 8-plus years of experience in implementing change initiatives across multiple business units, inclusive of 5-plus years of supervisory, lead worker or project management experience.
- Required: Must have implementation experience in Toyota Production System, or other performance operating systems; a mastery of continuous improvement or industrial engineering principles, and presented training at all levels & phases of projects.

- Preferred: Master's degree in a job-relevant discipline such as Industrial Engineering; experience with A3 problem solving; 5-plus years of direct leadership of people; CI program execution across multiple business units.
- Preferred: Six Sigma / Six Sigma Black Belt.
- Must be a strong facilitator, with the ability to influence, negotiate and resolve issues to reach consensus and common goals.
- Exercises judgment in coaching/mentoring employees in the application of continuous improvement.
- Must have experience using a coaching and mentoring model with all levels of leadership with multiple business units.
- Mastery of basic continuous improvement tool set and a track record of use of sophisticated CI tools and methods.
- Understanding of organization and business knowledge that includes structure, enterprise and business unit strategy.
- Ability to work independently and drive aggressive project timelines.

Incumbents may engage in all or some combination of the activities and accountabilities, and utilize varying combinations of the competencies cited in this description, depending on the organization & role to which they're assigned. This description is intended to describe the general nature & level of work being performed by incumbents in this job. It is not intended as an all-inclusive list of accountabilities or responsibilities, nor is it intended to limit the right of any supervisory or management representative to assign, direct & control the work of employees under his or her supervision.

**Interested applicants must apply at:** <https://goo.gl/6hGMPE>