

# Career Paths

**DESIGN**

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**SAFETY**

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**TRANSPORTATION**

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**INFORMATION TECHNOLOGY**

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**SALES**

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**PRODUCTION**

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**PURCHASING**



**UFP** INDUSTRIES

# Design Career Progression

POSITION	RESPONSIBILITIES
<b>Professional Engineer</b>	<ul style="list-style-type: none"> <li>Responsible for the general oversight of final design specifications of engineered products manufactured by the company in accordance with acceptable engineering principles, applicable industry standards, and the utmost level of judgment</li> <li>Utilized within the design department to provide subject matter expert support to design, sales, and operations</li> <li>Regularly collaborate with other industry experts, building officials, architects, structural engineers, customers, and others, under the direction of design management</li> </ul>
<b>Senior Design Specialist</b>	<ul style="list-style-type: none"> <li>Responsible for assisting regional design management in a variety of areas to improve the general performance and effectiveness of the department</li> <li>Take on design projects, assist in standardization efforts, provide training and development support to designers or other members of the department, assist with supervisory duties for contracted design support, and other tasks as assigned</li> </ul>
<b>Designer III</b>	<ul style="list-style-type: none"> <li>Responsible for the accurate and timely completion of bids, quotes, and production-ready designs for roof and floor trusses, wall panels, and/or EWP for single family construction</li> <li>Provide support and mentorship to other designers</li> <li>Participate in special projects and assist design management, and are typically assigned to focus on either single family or multifamily design work</li> </ul>
<b>Designer II</b>	<ul style="list-style-type: none"> <li>Responsible for the accurate and timely completion of bids, quotes, and production-ready designs for roof and floor trusses, wall panels, and/or EWP for single family construction</li> <li>Works independently with other UFP departments, including sales and operations, to effectively meet and exceed customer expectations</li> <li>Five minimum years of service</li> </ul>
<b>Designer I</b>	<ul style="list-style-type: none"> <li>Responsible for the accurate and timely completion of bids, quotes, and production-ready designs for roof and floor trusses, wall panels, and/or EWP for single family construction</li> <li>Works independently with other UFP departments, including sales and operations, to effectively meet and exceed customer expectations</li> <li>Three minimum years of service</li> </ul>
<b>Estimator II</b>	<ul style="list-style-type: none"> <li>Responsible for the accurate and timely completion of bids and quotes for roof and floor trusses, wall panels, and/or EWP for single family construction</li> <li>Works independently with other UFP departments, including sales and operations, to effectively meet and exceed customer expectations</li> <li>Five minimum years of service</li> </ul>
<b>Estimator I</b>	<ul style="list-style-type: none"> <li>Responsible for the accurate and timely completion of bids and quotes for roof and floor trusses, wall panels, and/or EWP for single family construction</li> <li>Works independently with other UFP departments, including sales and operations, to effectively meet and exceed customer expectations</li> <li>Three minimum years of service</li> </ul>
<b>Design Trainee</b>	<ul style="list-style-type: none"> <li>Develops a comprehensive knowledge of Site Built products, general component design, engineering principles, and UFP processes</li> <li>Responsible for completing quotes and production designs as directed by management</li> <li>12-month program</li> </ul>

# Design Admin

## Career Progression

POSITION	RESPONSIBILITIES
<b>Design Coordinator</b>	<ul style="list-style-type: none"> <li>• Responsible for providing advanced administrative support and coordination services to members of the design department</li> <li>• Assist by preparing files for design, coordinating the RFI process, breaking up large orders, preparing submittals, and providing assistance with light design duties under the guidance of Designer III's and design management</li> <li>• Act as a liaison between design and the sales and production teams by preparing reports, communicating schedules for upcoming orders, specifying special order materials, managing schedules of values on large scale multifamily work, and providing assistance to design management on special projects</li> </ul>
<b>Admin II</b>	<ul style="list-style-type: none"> <li>• Responsible for the processing of advanced single family, commercial, and multifamily quotes, orders and all corresponding revisions</li> <li>• Responsible for the processing of repair requests, preparing reports for supervisors, and assist management in the creation and enforcement of processing standards</li> <li>• Assist in moving work between the sales, design, and production departments, as well as assisting design management on projects as required.</li> <li>• Minimum 5 years of service</li> </ul>
<b>Admin I</b>	<ul style="list-style-type: none"> <li>• Responsible for the processing of basic single family quotes, orders, and simple revisions, as well as providing assistance to design management as required</li> <li>• Assist in moving work between the sales, design, and production departments</li> <li>• 12-month program</li> </ul>

# Safety

## Career Progression

POSITION	RESPONSIBILITIES
<b>Safety Manager</b>	<ul style="list-style-type: none"> <li>• Responsible for the coordination, facilitation, and supervision of one or more facility's safety programs and initiatives</li> <li>• Exercises discretion and judgment on work priority on a regular basis</li> <li>• High degree of creativity is expected</li> <li>• Minimum seven years of experience in safety or woodworking operations</li> </ul>
<b>Safety Specialist</b>	<ul style="list-style-type: none"> <li>• Responsible for the coordination, facilitation, and supervision of the facility's safety programs and initiatives</li> <li>• Exercises discretion and judgment on work priority on a regular basis</li> <li>• High degree of creativity is expected</li> <li>• Minimum four to seven years of experience in safety or woodworking operations</li> </ul>
<b>Safety Coordinator II</b>	<ul style="list-style-type: none"> <li>• Responsible for the coordination, facilitation, and supervision of the facility's safety programs and initiatives</li> <li>• Relies on previous experience and judgment to plan and accomplish goals</li> <li>• Follows pre-established guidelines and common practices to perform job</li> <li>• Minimum two to four years of experience in safety or woodworking operations</li> </ul>
<b>Safety Coordinator I</b>	<ul style="list-style-type: none"> <li>• Responsible for the coordination, facilitation, and supervision of the facility's safety programs and initiatives</li> <li>• Relies on limited experience and judgment to plan and accomplish goals</li> <li>• Follows pre-established guidelines and common practices to perform job</li> <li>• Minimum zero to two years of experience in safety or woodworking operations</li> </ul>

# Operations Transportation Career Progression

POSITION	RESPONSIBILITIES
<b>Director of Transportation Operations</b>	<ul style="list-style-type: none"> <li>Leads operations team responsible for coordinating and scheduling all transportation activity across the company</li> <li>Sets strategic long-term operational initiatives to include streamlined processes, increased system utilization, and overall efficiencies</li> <li>Translates operational needs and carrier relationship management to our TMS to optimize efficiency and service</li> <li>Develops and maintains strong working relationships with key external vendor partners and internal business leaders</li> </ul>
<b>Transportation Operations Manager</b>	<ul style="list-style-type: none"> <li>Leads regional team responsible for coordinating and scheduling all transportation activity in a designated geographical region</li> <li>Manages &amp; oversees resolution of operational issues with carrier and plants, developing innovative approaches for continuous improvement</li> <li>Responsible for coordination of transportation and plant shipping teams to educate and provide support on transportation systems</li> <li>Collaborates with management and load planning teams to negotiate rates and contracts for transportation services</li> </ul>
<b>Hub Manager</b>	<ul style="list-style-type: none"> <li>Leads a team responsible for coordinating and scheduling all transportation activity in a designated hub region</li> <li>Manage and monitor internal processes to ensure transportation is flowing smoothly and effectively in line with business metrics</li> <li>Successfully leads and/or drives change and implementation of new processes</li> <li>Responsible for building strong working relationships with hub carriers, purchasing, operations, and sales</li> </ul>
<b>Private Fleet Planner</b>	<ul style="list-style-type: none"> <li>Leads operations team responsible for coordinating and scheduling all transportation activity across the company</li> <li>Sets strategic long-term operational initiatives to include streamlined processes, increased system utilization, and overall efficiencies</li> <li>Translates operational needs and carrier relationship management to our TMS to optimize efficiency and service</li> <li>Develops and maintains strong working relationships with key external vendor partners and internal business leaders</li> </ul>
<b>Load Planner</b>	<ul style="list-style-type: none"> <li>Responsible for assigned plant inbound &amp; outbound transportation needs with ability to cover all other plants w/in the hub as needed</li> <li>Allocating, tendering, and scheduling of loads</li> <li>Maintains communication within the transportation team, operations, purchasing, sales, and carriers</li> <li>Utilizes Transportation Management Systems to automate and optimize the flow of freight, managing exceptions</li> </ul>
<b>Transportation Coordinator</b>	<ul style="list-style-type: none"> <li>Develop an understanding of the assigned duties and carrier base</li> <li>Responsible for required data entry and research associated with transportation activities</li> <li>Responsible for assigned plant inbound and outbound transportation needs</li> <li>Maintains communication within the transportation team, operations, purchasing, sales, and carriers</li> </ul>

# Private Fleet Transportation Career Progression 1

POSITION	RESPONSIBILITIES
<b>Director of Fleet Operations</b>	<ul style="list-style-type: none"> <li>• Ensures consistency of the company's private fleet execution, profitability, and growth</li> <li>• Develops &amp; implements strategies to optimize network efficiencies, reduce costs, and improve customer experience</li> <li>• Establishes standard operating practices to monitor, benchmark, follow up, and regularly report on fleet efficiency &amp; performance</li> <li>• Identifying and evaluating new technologies and operations optimization tools to drive automation and efficiency</li> <li>• Manages both safety compliance and fleet equipment teams to oversee strategies, processes, and policies</li> </ul>
<b>Fleet Safety &amp; Compliance Manager</b>	<ul style="list-style-type: none"> <li>• Formulates general safety policies &amp; procedures for UFPT private fleet to achieve best in class performance and compliance</li> <li>• Oversees driver recruiting, hiring, and training programs to ensure UFPTs driver selection process is in line with federal &amp; local regulations</li> <li>• Leads a team of safety and compliance specialists to ensure continued safety of employees and equipment</li> <li>• Reviews accident investigation findings, reviews, and root cause analysis, determines preventability</li> <li>• Ensure safety goals are actively pursued, monitored, and reported out monthly</li> </ul>
<b>Regional Driver Manager</b>	<ul style="list-style-type: none"> <li>• Assists and supports Fleet Safety &amp; Compliance manager and regional sites with training, policy/program development, safety audits</li> <li>• Works with regional hubs to meet company initiatives and ensure they are compliant with state and/or federal requirements</li> <li>• Reviews and evaluates various job activities &amp; processes for hazards and makes recommendations to control or eliminate</li> <li>• Mentors, coaches, and evaluates driver's performance while maintaining consistent communication with drivers</li> <li>• Assists in the recruitment, discipline, and termination of drivers</li> </ul>
<b>Fleet Safety &amp; Compliance Specialist</b>	<ul style="list-style-type: none"> <li>• Performs various duties in the daily administration of UFPT's safety, fleet, and compliance programs</li> <li>• Manages the driver qualification file process and audits to include updating inaccurate, expired, or missing items</li> <li>• Oversees driver set up, training, and access for telematics devices and fuel programs</li> <li>• Works with Regional Driver Managers in the administration of safety programs, including general program admin and report generation</li> </ul>

# Private Fleet Transportation

## Career Progression 2

POSITION	RESPONSIBILITIES
<b>Director of Fleet Operations</b>	<ul style="list-style-type: none"> <li>• Ensures consistency of the company's private fleet execution, profitability, and growth</li> <li>• Develops &amp; implements strategies to optimize network efficiencies, reduce costs, and improve customer experience</li> <li>• Establishes standard operating practices to monitor, benchmark, follow up, and regularly report on fleet efficiency &amp; performance</li> <li>• Identifying and evaluating new technologies and operations optimization tools to drive automation and efficiency</li> <li>• Manages both safety compliance and fleet equipment teams to oversee strategies, processes, and policies</li> </ul>
<b>Fleet Equipment &amp; Maintenance Manager</b>	<ul style="list-style-type: none"> <li>• Plans, directs, manages, coordinates programs for assignment, maintenance, repair, replacement, &amp; disposal of fleet equipment</li> <li>• Establishes strategic vision to impact network wide truck and trailer maintenance and equipment acquisition</li> <li>• Builds and maintains relationships with outside vendors to manage/negotiate competitive pricing for equipment and maintenance</li> <li>• Industry expert to outline best practices and recommended changes to improve up time, maximize warranties, and decrease costs</li> <li>• Monitors &amp; maintains current equipment, utilizing support software to create parameters and recommendations for assets</li> </ul>
<b>Fleet Maintenance Specialist</b>	<ul style="list-style-type: none"> <li>• Ensures maintenance operations run smoothly and to the standards set by the fleet equipment &amp; maintenance manager</li> <li>• Oversees the scheduling &amp; administering of fleet maintenance &amp; assists in trouble shooting problems with equipment</li> <li>• Ensures standard inspection program and training is provided, to include report tracking</li> <li>• Assists in coordinating, developing, and implementing quality control programs</li> <li>• Works closely with operations to ensure maintenance in handled in an efficient, cost-effective manner</li> </ul>

# Planning & Analysis Transportation Career Progression

POSITION	RESPONSIBILITIES
<b>Director of Planning &amp; Analysis</b>	<ul style="list-style-type: none"> <li>• Coordinates analytical, accounting, &amp; administrative allocation and decision making that aligns long-term strategic plan needs</li> <li>• Instrumental in developing &amp; monitoring key indicators and coordinating cross-functional teams to increase effectiveness of initiatives</li> <li>• Uses substantial knowledge to lead a team to navigate data &amp; technology to create solutions, resolve challenges, &amp; identify upgrades</li> <li>• Ensure UFPT is measuring the right KPIs to achieve our strategic outcomes and works with IT partners to build infrastructure</li> <li>• Collaborate to identify needs, ensure successful implementation, and map / plan to align the transportation data strategy</li> </ul>
<b>Transportation Analytics Manager</b>	<ul style="list-style-type: none"> <li>• Develops &amp; delivers critical business insights and decision support expertise to a wide range of transportation functions</li> <li>• Conducts network analysis to identify solutions for optimizing inbound, outbound, 3rd party backhauls, modal mix</li> <li>• Leads root cause analysis and implements corrective actions to address systematic performance issues and drive improvement</li> <li>• Work with VP Planning &amp; Analysis/Finance on logistics factors that drive budget forecasts, and other P&amp;L models</li> <li>• Develops and monitors KPIs for private &amp; dedicated fleets to draw conclusions and make actional recommendations</li> </ul>
<b>Senior Transportation Analyst</b>	<ul style="list-style-type: none"> <li>• Builds and utilizes tools and modes to provide operational and financial analysis of historic, current, &amp; future operations</li> <li>• Consistently conducts benchmarking analyses of UFPT vs industry best-in-class indices and provides reports &amp; recommendations</li> <li>• Automates reporting and processes to drive sustainability and improve data visibility</li> <li>• Partners with IT on current/future system and development/implementation of go forward solutions</li> <li>• Continuously measures and evaluates all work processes/tools and takes proactive steps to ensure best practices and implemented/shared</li> </ul>
<b>Transportation Analyst</b>	<ul style="list-style-type: none"> <li>• Collecting data, cleaning data, verifying data integrity, and providing administrative support</li> <li>• Perform various mathematical calculations to determine how data may best be applied to profit the organization and meet customer needs</li> <li>• Maintain system integrity with detailed analysis &amp; a high level of data accuracy</li> <li>• Manages rate quote e-mail box and provides benchmark rates as requested</li> <li>• Works closely with our TMS vendor to define, develop, and implement reporting needs</li> </ul>
<b>Transportation Office Manager</b>	<ul style="list-style-type: none"> <li>• Responsible for overseeing plant personnel matters and compliance with HR government and corporate regulations and accounting policies</li> <li>• Plans, directs, and coordinates office functions while exercising discretion, judgment, and creativity in work priorities</li> </ul>
<b>Transportation Administration</b>	<ul style="list-style-type: none"> <li>• Convert purchase and sales orders to bills of lading and trace shipments using online tools</li> <li>• Identify issues, determine root causes, recommend solutions, and communicate effectively via phone and email</li> <li>• Maintain a courteous, service-oriented demeanor</li> </ul>

# IT Business Applications

## Career Progression

### BUSINESS SYSTEMS SUPPORT TEAM

POSITION	RESPONSIBILITIES
<b>Director of Business Applications</b>	<ul style="list-style-type: none"> <li>Oversees all Business Applications team initiatives and projects</li> <li>Works closely with executive management and all IT management teams to help support Segment goals</li> <li>Responsible for business application decisions and strategies to align with business objectives</li> </ul>
<b>Business Systems Senior Manager</b>	<ul style="list-style-type: none"> <li>Responsible for the direction and operation of the Business Systems support team; coordinates ERP conversions; collaborates with Product Owner team to align development with Segment requirements; works closely with IT Leadership</li> </ul>
<b>Business Systems Principal</b>	<ul style="list-style-type: none"> <li>Mentors and coaches' business system trainees through established training program; performs conversion manager role in mainline ERP branch start-ups and conversion teams; works closely with BSA Lead and Senior BSA Manager to accomplish departmental goals while continuing to support end users' daily usage of business applications</li> </ul>
<b>Business Systems Lead</b>	<ul style="list-style-type: none"> <li>Manages a team of Support BSA's and is responsible for their continued growth, development and improvement; collaborates with project manager to create implementation plans and schedules; works closely with the Senior BSA Manager to support Segment growth and accomplish departmental goals while continuing to support end users' daily usage of business applications. and/or integrations; assists BSA trainees and Analyst I with more advanced system troubleshooting</li> </ul>
<b>Business Systems Analyst III</b>	<ul style="list-style-type: none"> <li>Ability to analyze complex business processes and assists a large volume of end users' daily usage of business applications; collaborate with Product Owner team to request new features and/or integrations; assists BSA trainees and Analyst I with more advanced system troubleshooting</li> </ul>
<b>Business Systems Analyst II</b>	<ul style="list-style-type: none"> <li>Independently provides business system support and training to end users; maintains user system needs by reporting software bugs and submitting small enhancements; continues developing system process and troubleshooting knowledge</li> </ul>
<b>Business Systems Analyst I</b>	<ul style="list-style-type: none"> <li>Provides business system support and training to end users with assistance; responsible for completion of assigned ERP conversion tasks; analyzes daily use of business systems and identify areas for improvement, while continuing to develop a well rounded BSA skill set.</li> </ul>
<b>Assistant Business Systems Analyst</b>	<ul style="list-style-type: none"> <li>Develops comprehensive knowledge of UFP business applications and processes through structured training program and on-the-job training activities; assists BA team members with daily support, user training, conversion tasks and story writing</li> </ul>

# IT Business Applications

## Career Progression

### PRODUCT OWNER TEAM

POSITION	RESPONSIBILITIES
<b>Director of Business Applications</b>	<ul style="list-style-type: none"> <li>Oversees all Business Applications team initiatives and projects. Works closely with executive management and all IT management teams to help support Segment goals</li> <li>Responsible for business application decisions and strategies to align with business objectives</li> </ul>
<b>Product Owner Senior Manager</b>	<ul style="list-style-type: none"> <li>Responsible for the direction and operation of the Product Owner team; responsible for ensuring the team implements Scrum and Agile practices; collaborates with Support BSA team and Segment stakeholders to align development and application growth with Segment requirements; works closely with IT Leadership</li> </ul>
<b>Business Applications Sr. Product Owner</b>	<ul style="list-style-type: none"> <li>Manages a team of Product Owners and is responsible for their continued growth, development, and improvement; ensures product teams are accomplishing product vision and road maps determined by Segment leadership to support application growth while continuing to act as a liaison between development and stakeholders for assigned products</li> </ul>
<b>Business Applications Product Owner III</b>	<ul style="list-style-type: none"> <li>Advanced experience in Agile/Scrum development practices; develops, maintains, and distributes software release documentation; assists Product Owner I in understanding application requirements and business needs</li> </ul>
<b>Business Applications Product Owner II</b>	<ul style="list-style-type: none"> <li>Independently acts as the primary liaison between development and stakeholders for multiple assigned products; make decisions to ensure products are developed according to the product vision; collaborates with the BSA Support team to understand the business needs and requests; participates in sprint retrospectives to identify areas of improvement</li> </ul>
<b>Business Applications Product Owner I</b>	<ul style="list-style-type: none"> <li>Act as the primary liaison between development and stakeholders for assigned product with assistance; writes and prioritizes user stories and bugs; participates in Agile/Scrum development practices while continuing to develop a well-rounded Product Owner skill set and product base knowledge</li> </ul>
<b>Assistant Business Systems Analyst</b>	<ul style="list-style-type: none"> <li>Develops comprehensive knowledge of UFP business applications and processes through structured training program and on-the-job training activities; assists BA team members with daily support, user training, conversion tasks and story writing</li> </ul>

# Sales Career Progression

POSITION	RESPONSIBILITIES
<b>Executive Account Manager</b>	<ul style="list-style-type: none"> <li>• Mentoring with sales trainees, account managers and senior account managers.</li> <li>• Develops new customers through cold calling and other sales development activities</li> <li>• Solicits orders from established and new customers</li> <li>• Maintains information and records regarding customer purchases, inventories, marketing trends and preferences</li> <li>• Develops purchase orders and various sales contracts</li> <li>• Resolves customer problems or facilitates resolutions with other departments</li> </ul>
<b>Senior Account Manager</b>	<ul style="list-style-type: none"> <li>• Develops new customers through cold calling and other sales development activities</li> <li>• Solicits orders from established and new customers</li> <li>• Maintains information and records regarding customer purchases, inventories, marketing trends and preferences</li> <li>• Develops purchase orders and various sales contracts</li> <li>• Resolves customer problems or facilitates resolutions with other departments</li> <li>• Mentors sales trainees and account managers</li> </ul>
<b>Account Manager</b>	<ul style="list-style-type: none"> <li>• Services and maintains positive relationships with current customer base</li> <li>• Identify customer needs and solve problems</li> <li>• Understand and perform cost savings analysis for customers</li> <li>• Generates new sales by promoting product line to new and existing customers</li> </ul>
<b>In-Store Sales Representative</b>	<ul style="list-style-type: none"> <li>• Assists customers with stocking, organizing P.O.P. materials, and supporting product sales</li> <li>• Regularly visits stores in accordance with proposal schedule and resolves store management concerns and problems</li> <li>• Conducts price comparisons and communicates information as required</li> </ul>
<b>Inside Sales Coordinator/ Sales Trainee</b>	<ul style="list-style-type: none"> <li>• Develops a comprehensive knowledge of UFP's products and procedures through on-the-job training activities</li> <li>• Assists in sales, customer service and production activities as assigned</li> <li>• Maintains frequent communication with customer base and account managers</li> <li>• Coordinates with production and shipping teams as required to meet customer expectations</li> <li>• Assists with managing inventory levels at on-site and off-site locations based on customer needs</li> </ul>

# Production Management Career Progression

POSITION	RESPONSIBILITIES
<b>Operations Vice President</b>	<ul style="list-style-type: none"> <li>Plans and directs production and activities for increased margins and sales</li> <li>Assists plant management and expands manufacturing capacity</li> <li>Sets performance standards and coordinates planning activities</li> <li>Identifies growth opportunities, manages budgets, and interacts with customers</li> <li>Ensures compliance and develops operating policies</li> </ul>
<b>Regional Director of Operations</b>	<ul style="list-style-type: none"> <li>Manages multiple Company locations' performance, purchasing, and inventory management</li> <li>Directs production, support services, and administrative functions</li> <li>Evaluates performance, manages assets, and sets production objectives</li> <li>Optimizes operations, approves payments, and ensures compliance</li> </ul>
<b>Director of Operations</b>	<ul style="list-style-type: none"> <li>Manages Company location's performance, purchasing, and inventory management</li> <li>Oversees production, support services, and administrative functions</li> <li>Evaluates performance, manages assets, and sets production objectives</li> <li>Optimizes operations, approves payments, and ensures compliance</li> </ul>
<b>Operations Manager</b>	<ul style="list-style-type: none"> <li>Manages Company location's performance and profitability</li> <li>Oversees production, support services, and administrative functions</li> <li>Evaluates performance, manages assets, and sets production objectives</li> <li>Optimizes operations, approves payments, and ensures compliance</li> </ul>
<b>Plant Manager</b>	<ul style="list-style-type: none"> <li>Manages and coordinates plant's manufacturing operations</li> <li>Safeguards assets, develops the management team, and sets production schedules</li> <li>Ensures quality standards, proper staffing, and efficient resource utilization</li> <li>Manages expenses, analyzes operations, and oversees maintenance</li> </ul>
<b>Production Manager</b>	<ul style="list-style-type: none"> <li>Manages and coordinates plant's manufacturing operations</li> <li>Develops production schedules, formulates business plans, and manages assets</li> <li>Supervises activities, evaluates performance, and establishes efficiency standards</li> <li>Monitors expenses, analyzes operations, and manages inventory</li> </ul>
<b>Assistant Production Manager</b>	<ul style="list-style-type: none"> <li>Supervises and coordinates a specific operating department</li> <li>Develops production schedule and motivates employees for maximum productivity</li> <li>Ensures operations meet efficiency and quality standards</li> <li>Identifies and resolves problems, evaluates performance, and manages inventory</li> </ul>
<b>Production Management Trainee</b>	<ul style="list-style-type: none"> <li>Develops comprehensive knowledge of plant operations and manufacturing processes through rotational training</li> <li>Covers company products and procedures, lumber grades and math, production scheduling, budgeting, efficiency standards, and HR policies</li> </ul>

# Purchasing Career Progression

POSITION	RESPONSIBILITIES
<b>VP of Purchasing</b>	<ul style="list-style-type: none"> <li>Oversees all lumber, panels, EWP, and MRO procurement and ensures “best in class” service to the field</li> <li>Determines the strategic initiatives to expand raw material footprint to support the corporation’s continued growth</li> <li>Responsible for driving new data analytics and technology to drive purchasing costs and inventory levels down and improve productivity</li> </ul>
<b>VP/Director of Segment</b>	<ul style="list-style-type: none"> <li>Oversees all lumber and related products procured for their segment</li> <li>Responsible for developing and directing the purchasing strategy for their respective segment. Works closely with segment and BU leads to understand growth initiatives and works to support these goals utilizing strategic vendors/partners</li> </ul>
<b>Purchasing Manager</b>	<ul style="list-style-type: none"> <li>Responsible for establishing the buying strategy of products assigned to their segment</li> <li>Gains and further develops an understanding of the manufacturing capabilities, customers, products, sales programs, competitors, and service needs of UFP plants</li> <li>Manages a highly motivated staff, and is responsible for their continued growth, development, and improvement</li> </ul>
<b>National Buyer</b>	<ul style="list-style-type: none"> <li>Responsible for developing strong relationships with UFP’s key vendors and developing new programs and enhancing existing programs</li> <li>This position buys for all segments and is focused on leveraging our spend between high grade and low-grade transactions</li> <li>Minimum 10 years UFP/Industry experience</li> </ul>
<b>Senior Buyer</b>	<ul style="list-style-type: none"> <li>Responsible for running the department when the purchasing manager is out</li> <li>Mentors and helps purchasing trainees/new buyers and facilitates purchasing training for the field</li> <li>Serves as direct reports for trainees</li> <li>This role is a stepping stone to become a manager</li> <li>Minimum 10 years UFP/Industry experience</li> </ul>
<b>Buyer</b>	<ul style="list-style-type: none"> <li>Effectively sources and procures wood and related products for UFP facilities, and forecasts market trends</li> <li>Responsible for developing relationships with vendors and UFP plants</li> <li>Site visits to UFP plants and vendor facilities</li> </ul>
<b>Purchasing Analyst</b>	<ul style="list-style-type: none"> <li>Ability to run and analyze data quickly</li> <li>Able to develop new analytical tools to improve day to day operations</li> <li>Explain and interpret data to lead to action items for buyers</li> </ul>
<b>Assistant Buyer</b>	<ul style="list-style-type: none"> <li>Assists the daily operations of purchasing department and development into buyer</li> <li>Continued work with vendors and buyers on order entry and tracing of orders</li> <li>Assists with Supply Chain management</li> <li>Estimated time is 1 year</li> </ul>
<b>Purchasing Trainee</b>	<ul style="list-style-type: none"> <li>Learn about UFP, our vendors, and the role of a buyer.</li> <li>Assists buyers with tracing and pricing of orders.</li> <li>Estimated time is 1 year.</li> </ul>