



ROPELLA® SKILL SURVEY

LUCAS

Coatings, Sealants and Adhesives

POSITION ***HEAD OF OPERATIONS***

NAME

DATE

- 1. Provide an overview of your expertise, including years' experience, leading Operations and Manufacturing functions in a specialty chemical/coatings manufacturing environment. Which products/chemistries are you most familiar with? Please highlight (if applicable) any experience related to specialty coatings, adhesives, or sealants.**
- 2. Describe the manufacturing sites you have held direct responsibility for. Did this include multi-site operations? What were the size (sqft and headcount) of these sites?**
- 3. Describe your experience having full or partial P&L responsibility. What size business (dollars) have you been responsible for? Did your responsibility include the following functions: supply chain, quality, purchasing, maintenance, shipping, etc.?**
- 4. What strategies have you executed to reduce costs, maintain quality and manage change while maintaining customer service levels? Describe the KPI's you use to track progress and evaluate outcomes.**
- 5. Provide an example (or examples) of driving change in an operations environment. What obstacles did you encounter and how did you overcome them? What metrics did you use to measure success during this transition?**
- 6. Tell us about any non-compete and/or employer restrictions that you may have. Please provide these documents for our review.**
- 7. If asked one of the following questions during an interview, how would you answer? Why are you considering this opportunity? (or) What's motivated you to consider a career change at this time?**

RELOCATION ACKNOWLEDGEMENT

As evidenced by my initials below, I _____ acknowledge the requirement to relocate to the CITY,STATE area for the specific opportunity with COMPANY and am willing to do so if hired. I fully understand that this acknowledgment is a requirement for the interview process and states that I have already spoken with any necessary parties (i.e. spouse, significant other, children, parents, etc.) who may directly be impacted by my final decision to relocate.

Initials: _____

REFERENCE AND BACKGROUND CHECKS

Please be advised that, as a part of the hiring process, all candidates will be asked to provide references via our web-based reference checking platform, Checkster, in advance of their final interview. Checkster offers an easy, transparent solution that allows you to be proactive during the reference process and provides a complimentary final report that you can add to your portfolio.

Background checks will also be required prior to final interviews through our partner, ClearChecks.