Occupational Health Nurse
McKee Foods
Chattanooga, Tennessee

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JOB DESCRIPTION:
We are seeking an Occupational Health/Wellness Manager based at our corporate office located just outside of Chattanooga, Tennessee. As manager, this individual will serve on the corporate Integrated Health Steering team and oversee corporate-wide wellness activities and outsourced services including onsite personal health clinics, disease management initiatives, EAP services and disability insurance. This person will also provide leadership for plant occupational health clinics including training, reviewing protocols and procedures, auditing for legal compliance, and overseeing process improvement efforts. In addition, this individual will oversee DOT drug and alcohol testing, FMLA administration, and ADA compliance.

REQUIREMENTS:
· B.S. Degree with 6-10 years’ nursing experience, 2-4 years in occupational nursing
· Registered nurse
· Experience managing wellness and health promotion programs
· Experience managing professional employees
· Must have high level of interpersonal skill, strong facilitation and planning skills, good verbal and written communication ability
· Medical and work comp case management experience preferred
· COHN-S and CCM certifications preferred

Our integrated health initiatives are making a significant difference in the lives of our employees and our innovative efforts have strong management support.

We are an equal opportunity employer. M/F/V/D
Corporate Health and Wellness Manager  
Dept. 8601  
Replacement position  
Qualifications required:  
· B.S. Degree  
· Registered nurse  
· 6-10 years’ nursing experience, 2-4 years in occupational nursing  
· Experience managing wellness and health promotion programs  
· Experience managing professional employees  
· High level of interpersonal skill  
· Strong facilitation and planning skills  
· Good verbal and written communication ability  
· Strong alignment with company values  
· Demonstrated leadership ability  
Qualifications preferred:  
· Master’s degree in related field  
· Medical and work comp case management experience  
· COHN-S and CCM certifications  
· Experience with Unique Software’s OHM, PeopleSoft or similar HRIS data system  
Responsibilities:  
· Serve on Corporate Integrated Health Steering team and help implement strategic initiatives  
· Oversee corporate-wide wellness activities and outsourced services including onsite health clinics, disease management initiatives, and activities planned by location Health and Fitness Teams  
· Provide technical leadership for plant Employee Health Service Departments:  
  o Provide training  
  o Review protocols and procedures  
  o Audit for legal compliance  
  o Oversee process improvement projects  
  o Coordinate wellness activities and outsourced services with vendors including onsite clinics, EAP, and disability insurance  
  o Oversee DOT drug and alcohol testing, FMLA administration, and ADA compliance  
  o Serve as corporate Designated Employer Representative for drug screen programs
About McKee Foods:

McKee Foods is best known for our line of Little Debbie brand snack cakes. Little Debbie® is America’s leading snack cake brand because we provide consumers with quality products of excellent value.

A Family-Run Company

We are a privately held, family-run company with a history of innovation and a deeply held belief in the importance of doing business with integrity. Our founding family, the McKee family, is still actively involved in guiding our overall business direction as well as our day-to-day operations.

The McKee family is deeply committed to the company’s employees, and each year all eligible full-time and part-time employees receive a share of the company’s profits. They live the belief that A Better Way ... Begins with Me and expect it to be applied at every level of our organization. Our history of family ownership is one significant way we’re different from so many companies doing business today.

More than the Little Debbie Brand

Over the years we’ve grown from a three-person bakery to a group of companies that provides a livelihood for more than 6,000 employees, and has annual sales in excess of $1 billion. Our products are available across the U.S., in Canada, Mexico, and Puerto Rico, and on U.S. military bases around the world. And while we're extremely proud of the Little Debbie brand, which has held Americans’ loyalty and trust for so many decades, we’re also dedicated to providing new and innovative products that meet our consumers’ evolving expectations while maintaining the quality and value McKee Foods Corporation is known for.

The company also produces 26 different family pack snacks and granola cereals under the brand name Sunbelt. These products are found in the granola bar section of retail stores.
Our Secret Ingredient — Total Quality

While the phrase may have gone out of fashion in the business world, “total quality” has a directness and simplicity that reflects our company in many ways. Employees at McKee Foods understand the importance of the contributions they each make daily to our company’s success and our consumers’ satisfaction. Products produced by McKee Foods must be the very best we can bake ... every day.

Total quality at McKee Foods isn’t business jargon; it’s what we expect from ourselves. And, more importantly, it’s what our consumers and customers expect from every McKee Foods product they purchase.

It’s simple, really. We expect total quality. We provide total quality. Every day.

A Family Owned Business

The McKee family started McKee Foods Corporation in 1934 when they bought a small, three-employee bakery in downtown Chattanooga. Their children became involved in the business at an early age, and eventually their two sons, Ellsworth and Jack, took leadership positions in the company. The sons, in turn, encouraged their children to begin work at the company while still in high school. Those who were interested in building a career at McKee Foods went on to broaden their experience in a variety of departments and roles, earned the appropriate degrees, and are now in leadership positions at the company.

Family-owned businesses are more likely to succeed than any other kind of company. Here are some of the reasons:

Stability of leadership
When there’s little chance the company is going to be bought out by a conglomerate, employees can feel more secure in their jobs.

Consistency in ethics and values
If the founders were ethical people, ethics and values are passed to other generations as part of the family’s legacy. Publicly-traded
businesses tend to value the bottom line. The family-owned business is more likely to value people.

Consistent culture
With little movement at the top of the organization, the culture tends to remain stable.

They’re not strangers, they’re real people
In a family-owned business, the owners are seen as real people. It’s easier for employees to feel loyal to someone they know.

Family members can multiply the CEO’s presence
The CEO is a busy person with a limited amount of time, but family members can represent the CEO in a way no non-family member can.

Family members are more likely to pull together in tough times
The course of a business rarely runs smoothly. In tough times, family members are more likely to hang in there and make sacrifices; non-family leadership is more likely to look for employment elsewhere.

Family members may be better agents for change
Since they know each other well, family members can be intuitive about other family members so they can make speedier decisions. They’re not as likely to speak cautiously around the CEO, and they’re not worried about their own image or their opinions having a negative effect on their career path.

Families have a higher sense of mission
Family-owned businesses tend to have higher ideals than do publicly-owned corporations. Owning a business is a tremendous responsibility, and the best family businesses feel responsible to their employees and to the community.

Guiding Values

People
Recognize the value and contribution of each individual, and demonstrate concern for the health, safety, and well-being of employees and their families.

Integrity
Conduct business ethically, honestly, and fairly, and treat everyone with respect.

**Responsibility**
Accept responsibility for our actions and act responsibly in our jobs and in our dealings with each other, our customers, and our communities.

**Quality**
Satisfy our customers with quality products and services, while providing the highest value.

**Productivity**
Maximize the use of our resources to maintain profitability and to support continued growth.

**Innovation**
Use creativity, teamwork, and continuous improvement to "find a better way."

**Vision Statement**
To be the preeminent privately owned snack-food company in North America where employees:

- Know they are valued.
- Are trusted to make decisions.
- Enjoy their work.
- Strive for personal growth.
- Work together as a team.

**Family of Companies**

McKee acquired Blue Planet Foods more than 30 years ago. First to produce granola bars. Provides natural ingredients to McKee’s Sunbelt and to other companies.
Top McKee Foods Competitors

- Interstate Bakeries
- Lance Snacks
- Tasty Baking

Collegedale, TN

6500 inhabitants