

Title: **Plant Manager**
Reports to: VP of Operations
Location: Fort Worth, TX
FLSA: Salaried – Exempt

The Plant Manager is responsible for the successful development, implementation and management of strategies, policies, and objectives associated with the Safety, Environmental Compliance, Production, Maintenance, Purchasing and Materials Management departments.

As a key member of the management staff the Plant Manager is expected to actively contribute to the overall management of the company, its positive image, credibility, reputation, good name, and financial health.

Essential Duties and Responsibilities

1. Successfully manage operational activities to meet on-time delivery and lead time goals while achieving expected safety levels, quality standards, inventory turns, and profit margins.
2. Develop, implement, and sustain a continuous improvement culture that transforms our plant into a world class Lean enterprise.
3. Recruit, manage, develop, and motivate direct reporting staff to establish and ensure top level performance.
4. Develop and maintain a positive corporate image through promotion, training and adherence to all company core values, policies, and procedures.
5. Work with Sales and Engineering to establish priorities, schedules, and action plans for new and redesigned products.
6. Manage Manufacturing Engineering to increase manufacturing efficiency by improving work methods, material flow, tooling/jigs/fixtures, factory layout and computer support programs/systems through lean manufacturing practices.
7. Work with Finance, Engineering, and Sales departments to assure competitive prices and maximum margins through comprehensive pricing strategies and continuous improvement in design and manufacturing.
8. Develop and control profits, plans, and budget.

Education / Experience Requirement

1. Bachelor's Degree in Manufacturing, Mechanical or Industrial Engineering, or similar technical field.
2. 10+ years' experience in operations management and business development; preferably in manufacturing sector.
3. Experience in Lean Manufacturing transformation.
4. Working knowledge of budgets and financial statements.
5. Background with manufacturing methods, process improvement programs and procedures required.

Specific Skills Required

1. Mechanically inclined with strong analytical skills.
2. Creative problem solver with proven leadership skills and exercise independent judgment frequently.
3. Proven operations management skills with focus on improving operational efficiency and achieving financial objectives through lean manufacturing.
4. Team and results oriented, good written and verbal communication skills, tactful, and detail oriented.
5. Enjoys motivating direct and indirect reports to achieve objectives.
6. Comfortable working with front line production staff in a hands-on environment.
7. Ability to spend large portion of the day walking.
8. Computer skills including Microsoft Office applications.