



**JOB TITLE: Plant Manager**

**GENERAL DESCRIPTION**

The Plant Manager directs and coordinates the operation of a precast manufacturing facility to meet the goals and objectives set forth by the Company.

**ESSENTIAL FUNCTIONS AND RESPONSIBILITIES**

- Plan, schedule, and direct ongoing production requirements including assignment of personnel, material, and equipment to provide efficient operations, meet quality standards, delivery schedules and budget requirements.
- Establish standards of performance, measure results, analyze workflow and troubleshoot problems.
- Responsible for all plant personnel issues including, but not limited to, hiring, training, and disciplining. Administer Company rules, regulations, and policies.
- Implement the Corporate safety program including, but not limited to, compliance with all OSHA and other governmental and company safety requirements. Ensure department participation in monthly safety meetings. Prepare accident investigation reports and monthly plant inspection reports.
- Manage business to ensure profitability targets, quality and safety standards and schedule commitments are met. Plan, create, and implement continual improvement programs which give the organization a competitive advantage.
- Implement strategies in alignment with strategic initiatives and provide a clear sense of direction and focus to staff.
- Monitor operations and initiate corrective actions and ensure follow up is conducted.
- Collect and analyze operational data to identify areas of continual improvement. Develop systems and processes to track and optimize productivity, standards, metrics, and performance targets.
- Direct and coordinate activities of Production Lead, Quality Lead and Laborers to meet Company goals and objectives.
- Assist the Business Development Department with project scope reviews and estimation of plant related items. Review production schedules to ensure the Production & Quality Departments are aware of the scope of work & requirements on each project.
- Review monthly financial reports and discuss with VP of Operations any unusual or significant variances.
- Attend monthly business reviews to review updates on Plant goals and objectives.
- Participate in annual business planning activities.
- Other duties as assigned.

**KNOWLEDGE, SKILLS, AND ABILITIES REQUIRED**

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| <ul style="list-style-type: none"> <li>– Three (3) years of experience in precast production processes, with production management required.</li> <li>– Previous production management experience in a union environment preferred.</li> </ul> | <ul style="list-style-type: none"> <li>– General computer skills and experience with Microsoft Office.</li> <li>– Legal capacity to drive a company vehicle required.</li> </ul> |
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**EDUCATION REQUIREMENTS**

- High School Diploma or GED

**WORKING CONDITIONS**

- Moderate to high risk of exposure to unusual elements.
- Moderate to high risk of safety precautions
- General Office Environment with a moderate to high exposure to production environment.



This position profile identifies the key responsibilities and expectations for performance. It cannot encompass all specific job tasks that an employee may be required to perform. Employees are required to follow any other job-related instructions and perform job related duties as may be reasonably assigned by his/her supervisor.

Wells is an Equal Opportunity/Affirmative Action employer. All qualified applicants will receive consideration for employment without regard to race, color, religion, sex, sexual orientation, national origin, gender identity, disability, or protected Veteran status.