

Northshore Manufacturing

Plant Manager Job Description

I. Qualifications

- a) College degree and / or significant manufacturing experience required.
- b) Experience working with all aspect of heavy steel fabrication, including machining, weld, paint, assembly and quality control.
- c) Experience / Training in Kaizen and lean manufacturing techniques and other efficiency projects.
- d) Experience in setting and maintaining production schedules.
- e) Team Player – Northshore is a small company. It is imperative that the plant manager take an active role in a team concept, working on a regular basis with other departments.
- f) Ability to juggle a wide variety of projects at the same time.
- g) Experience supervising others and ability to make tough personnel decisions.
- h) Plant safety knowledge / experience a plus.
- i) Good computer skills. Ability to read prints a must. Good working knowledge of solid modeling (Pro-Engineer or SolidWorks). Ability to use Microsoft Word, Excel and Outlook.
- j) A customer first mentality. Serving a small clientele base, it is imperative that we service our customers, especially if equipment is in a down situation.
- k) Experience or knowledge of scheduling projects through the shop.

II. Expectations

- a) This is not a typical 9-5 position. As the business climate improves and shifts are added, it is expected that the plant manager routinely makes his/her presence known on the various shifts. Our normal day shift goes from 7:00 – 3:30. The plant manager is expected to be here during these hours on most days.
- b) Attend and participate in staff, cost of quality and engineering meetings and lead the production meetings.
- c) A driver of producing a quality product, reducing product costs through lean and other techniques and striving for on-time deliveries.
- d) Ability to conduct plant tours with distributors, end users, the media, politicians, students, etc.
- e) Work with parts and service to establish and maintain a “must have” parts stock.
- f) Work with sales and marketing to establish acceptable lead times for the various products.

III. Reporting Structure

- a) This position will report to the Board of Directors for major decisions. Significant autonomy will be given to this person to run the plant as they see fit.
- b) All manufacturing positions will report to the plant manager, including welding, machining, burn table, paint, assembly and maintenance.

IV. Compensation / Benefits

- a) Salary will be dependent upon previous work experience and education.
- b) Bonuses – Northshore is part of an employee owned company. 60% of the company is owned by the employees. On a yearly basis, employees will receive stock in the company, the amount determined upon their base salary. Profit sharing is also dispersed to the employees.
- c) Health / Dental – A competitive health and dental plan is offered to all employees, for individuals and/or their families.

Please send your resume and cover letter to Scott Anderson (scotta@bultritehandlers.com).
Thank you.