**Plant Manager**

**Job Summary:**

The Plant Manager will plan, direct, coordinate, and oversee manufacturing activities at Gainey’s, ensuring the development and implementation of efficient operations and cost-effective systems to meet the current and future needs of the organization. The Plant Manager actively participates in daily operations while overseeing plant performance, safety, and production goals. Leading a team of laborers and leadmen, this role combines strategic oversight with direct involvement in fabrication, assembly, and troubleshooting. You’ll be instrumental in scaling our production capacity and driving operational excellence.

**Supervisory Responsibilities:**

* Supervise, mentor, and develop production staff and leadmen
* Foster a culture of accountability, safety, and continuous improvement

**Duties/Responsibilities:**

* Plan, coordinate, and control manufacturing processes to meet production targets
* Ensure efficient use of labor, materials, and equipment
* Monitor KPIs and drive improvements in throughput, yield, and downtime
* Collaborate with senior leadership to align plant operations with revenue growth goals
* Identify and implement process improvements to increase capacity and reduce costs
* Support capital investment planning and execution
* Maintain high standards of product quality and consistency
* Enforce safety protocols and ensure compliance with OSHA, environmental regulations, and company policies
* Participate in root cause analysis and corrective actions for quality issues
* Oversee raw material inventory and coordinate with procurement
* Work closely with logistics and scheduling teams to ensure timely delivery
* Operate and maintain tools and machinery used in precast concrete fabrication, including formwork, casting equipment, and finishing tools
* Read and interpret production drawings, blueprints, and technical specifications
* Assist with layout, assembly, and troubleshooting of complex precast components
* Ensure proper setup and calibration of equipment for daily production
* Ensures that the plant is presentable and in good working order by focusing on housekeeping and preventive maintenance.
* Performs other duties as assigned.

**Required Skills/ Abilities:**

* Proven experience in plant or operations management within construction or manufacturing-related industries
* Proven leadership skills with a hands-on, team-first approach
* Excellent communication skills; both oral and written.
* Strong working knowledge of tools, machinery, and fabrication techniques
* Ability to read and interpret technical drawings and production documents
* Understanding of lean manufacturing, Six Sigma, or other continuous improvement methodologies
* Excellent problem-solving and decision-making abilities
* Proficient in production planning software and ERP systems
* Bilingual helpful

**Physical Requirements:**

* Frequently required to stand and walk.
* Required to stoop, kneel, crouch, or crawl.
* Must frequently lift and/or move up to 50 pounds.
* Specific vision abilities required include vision, distant vision, color vision, depth perceptions, and the ability to adjust focus.

**EEO Statement:**

Gainey’s is an equal-opportunity employer. Gainey’s does not tolerate discriminating based on race, national origin, color, religion, sex, sexual orientation, disability, age, veteran status, genetic information, or any other characteristics protected by law. Equal opportunities are extended to all terms and conditions and privileges of employment as well as the use of all company facilities participating in all company-sponsored activities and employment actions such as promotions, compensation, benefits, and terminating employment.

Signed: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_, GCP Plant Manager Date: \_\_\_\_\_\_\_\_\_\_\_\_\_\_

Signed: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_, GCP VP of Operations Date: \_\_\_\_\_\_\_\_\_\_\_\_\_\_