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McNamee-Lamb & Associates is an Executive Search and Human Resource consulting organization with direct executive level experience in the Manufacturing and Distribution, Banking, Financial Services and Insurance, Consumer Products and not-for-profit sectors. We strive to provide outstanding, high quality service to our clients and candidates who we represent in the sourcing, screening and final selection process. We know the importance of getting the "right fit" for both clients and candidates to be engaged in a successful and prosperous relationship.

The Position: Plant Manager

The Position Location: Mississauga

The Organization:

Our client is a privately owned North American Retailer with over 1,000 stores, 4 plants, 7 distribution centers and over 30,000 employees in the United States and Canada. Over the past few years, they have made significant investment in their infrastructure to increase its efficiency and performance over the long term. They are in the process of building a "world class" organization that enables creativity for the employees and customers alike; ultimately with the end result being a consistent, memorable, positive customer experience.

The Role:

Reporting to the Vice President, the Plant Manager is accountable for the leadership of the custom wood manufacturing operations in the Mississauga plant. The individual will understand "best practice" principles and the importance of creating and continuously improving plant operations in a non-union durable goods environment. The PLANT MANAGER will be engaged in developing and executing manufacturing strategy along within the team. Exemplary leadership attributes and business management skills are expected in this role and are critical to success.

There are many operational success factors to the role but the long term success can only be achieved if the PLANT MANAGER is a true team player who can operate effectively at a strategic level and in a day-to-day operating capacity with their team. The successful individual will demonstrate the following key attributes:

- Comfort functioning within the realm of the most senior manufacturing role in a high volume, customized, made to order wood products small plant environment
- Ability to establish and build trust with people in an authentic and genuine fashion
- Results oriented characteristics with a track record of success (P&L responsibility)
- Ability to create structure and make decisions based upon sound principles and values
- Continuous learning mindset, curious and inquisitive along with a passion for continuous improvement with a goal to be part of building a "world class" organization
- Emotionally intelligent enabling their team to engage in the organization's vision and strategy
- Leadership success philosophy through coaching and developing talent while leveraging the team's strengths in a non-union environment
- Collaborative and team minded with the ability to work "hands-on" and independently

Key Duties and Responsibilities:

- Ensure controls, procedures and processes are in place and followed consistently
- Collaborate with leadership team to ensure planned initiatives are implemented according to plan
- Develop business cases for new equipment, systems/processes and products as required
- Create critical metrics on manufacturing, costing and manufacturing operations activities
- Plans and oversees maintenance and alteration of equipment, machinery and building structures. Reviews and implements procedures and preventive maintenance job plans to insure effective use of manpower, maximize equipment uptime & life and reduce operational and facility expenses.
- Propose strategic capital investments and develops annual plant capital and maintenance budgets

- Implements and manages capital and improvement projects to resolve production engineering problems. Determines manpower and cost estimates and develops engineering criteria
- Maintains clear communication and collaborates with all relevant internal staff in North America
- Ensure that equipment & facilities function as planned to avoid downtime and ensure products are available per store demand that meet or exceed quality, safety, cost, productivity & cost objectives

Qualifications and Experience:

The successful incumbent will have a Bachelors Degree in Engineering and 5 years experience as a Plant Manager within the lite-industrial products sector. S/he will have a history of continuous learning and education in various areas of business along with the necessary technology skills to analyze, organize and present information for Executive member decision making.

Compensation:

A competitive base salary and bonus is provided to the successful incumbent.

Candidates who meet the outlined criteria should forward their resume including salary expectations to:

Bill McNamee-Lamb
Managing Director