



Plant Manager

Reports to: Integrator / CEO

Location: Emmetsburg, IA

Montag is in the process of implementing the EOS structure of business, we began this journey in May of 2019. EOS shapes the structure of the business and operates on an open, honest and clear communication between team members. The position of Production Manager is an important position that needs to lead and manage the productivity of those in the plant while ensuring integrity in the quality of the product and the timeliness of its completion. Living, practicing, and teaching the Core Values of the company is a requirement for this position. The core values are, Integrity, Caring, Passion and Humble.

PURPOSE / GOAL:

- Ensure the production department operates efficiently and effectively, meeting all delivery, quality and safety standards. Includes responsibility for product and process design, planning and control issues involving capacity and quality, and organization and supervision of the workforce.
- Assisting Sales, Finance and Purchasing providing the forecast with Productions' capacities, developing time-studies to deliver updated production capacities

ACCOUNTABILITIES:

- This position/seat reports to the Integrator
- Exhibit a thorough understanding of all processes, policies, equipment, tools and resources of the production department and standard operating procedures which support employee safety and other work standards.
- Oversee schedule attainment in production, hiring and training of qualified production team members, assisting supervisors in solving problems and motivating employees to meet or exceed daily performance targets. Seek to resolve issues that are elevated from departments. Support supervisors by actively participating in daily problem-solving. Ensure performance expectations are clearly communicated, and to ensure feedback and discipline

are properly administered and documented.

- LMA the role, Lead – Manage – hold Accountable, communicate regularly with members of other departments, offering clear information, positive feedback, and openness to collaborative problem-solving. Manage according to core values, and lead by example.
- Will be responsible for timely shipments and upholding the shipping process.
- Responsible for identifying maintenance needs and scheduling appropriate contractors.
- Additional requirements will be, traveling for offsite meetings, meeting with OEM's and traveling to occasional trade events. Lead the weekly Production meeting, and coach core values in direct reports and elevate. Unlock the shop before production workers arrive and lock after production employees leave. Flexibility to working on Saturday when Production employees is required

REQUIRED SKILLS & ABILITIES:

- Excellent organizational, planning, and time management, while having effective and clear oral and written communication skills
- Computer skills (ability to use Microsoft Word, Excel, Outlook and PowerPoint, Epicor (Montag ERP Software), or other manufacturing software)

BENEFITS

- This is an hourly paid position with rate depending on experience and ability.
- Job Type: Full-time out of our Emmetsburg IA location
- Retirement plan: Simple IRA with 3% matching
- Paid time off: 10 paid holidays (New Year's 2 / Good Friday 1 / Memorial Day 1 / Fourth of July 1 / Labor Day 1 / Thanksgiving 2 / Christmas 2).
- Vacation: 80 hours accrued/ year – 120 hour/year after 3 full years – 160 hours/year after 7 full years
- Typical start time:
 - o Production Manager needs to arrive before shop and open doors & lock shop at end of day.
 - o Winter hours 7am-3:30pm
 - o Summer hours 6am-2:30pm
- Pay Frequency: Twice monthly with direct deposit