

Operations Manager

Company Overview:

Mearthane Products Corporation (MPC) is a privately-owned global technology leader in the development and manufacture of advanced polyurethane components, headquartered in W. Cranston, RI, with additional facilities in E. Cranston, RI, Woonsocket, RI, Bay City, MI, and Winchester, VA. MPC was founded in 1965 in Rhode Island, and has continuously operated since that time. Building on over 50 years of experience, MPC partners with customers to develop innovative solutions to their most difficult manufacturing challenges. Our patented or trade-secret formulations and versatile manufacturing provide unmatched performance in office automation, postal systems, medical devices, sports & recreation, and a wide variety of other applications worldwide. Our inline skate wheels are famous globally as being the fastest and most durable wheels for professional racing. MPC is in an exciting growth and expansion phase and is looking to add to our cohesive and talented Leadership Team. We offer a collaborative and team-oriented work environment and an opportunity to develop your skills and career in a dynamic setting.

The Opportunity:

MPC is seeking a team-oriented, hands-on Operations Manager to oversee all aspects of production activities in our Woonsocket facility. This position will lead a team of production supervisors & team leads to meet the daily, weekly, and monthly output requirements of the Master Production Schedule in quality, on-time delivery, and cost-effective manner. Responsible for maintaining a safe work environment, ensuring compliance to the companies' policies and procedures, and monitoring and improving metrics including labor productivity, product quality, compliance, and schedule attainment.

Key Job Duties:

- Fosters a culture of respect for others, continuous improvement, can-do spirit, and meeting commitments
- Assures compliance with the company's policies and procedures.
- Develops, mentors and coaches' staff on production management best practices.
- Actively supports New Business Development and new product introduction processes.
- Supports or leads quality yield improvement efforts in the production facilities.
- Prepares periodic reports on production KPIs and improvement activities.
- Maintains a workforce of cross-trained operators and technicians that allows for flexibility in labor allocation to efficiently meet production objectives.
- Develop & maintain a master schedule to meet customers' needs and adjusting production to address urgent customer needs and issues.

Required Competencies:

- **People Management:** Effectively selects, manages, trains, and develops subordinates to maximize their performance and contribution. Leads a team of people to help them achieve goals and maintain an effective working relationship among staff. Manages performance and development of each person in their team.
- **Communication:** Speaks, writes and presents information in a clear and effective manner.

- **Interpersonal Skills:** Makes consistent effort to develop and maintain productive working relationships with peers and team members at all levels and functions in the organization.
- **Job Specific Knowledge and Skills** – Acquire and apply knowledge, skills, and experience to accomplish results.
- **Planning, Organizational and Time Management Skills** – Manage multiple tasks simultaneously and effectively in an efficient manner. Establish a course of action for self and/or others to accomplish specific goals.

Required Credentials:

- Associates Degree in Business Administration, Engineering or other related field.
- 5 + years of manufacturing and operations experience in a management or supervisory role.

Preferred Competencies:

- **Bilingual Proficiency (English/Spanish):** Can understand and communicate verbally and/or in written form effectively in both English and Spanish.
- **Software Proficiency:** ability utilize Microsoft office, and ERP systems.
- Familiar with continuous improvement and Lean Principals.
- Strong mechanical aptitude and a hands-on work ethic.
- Demonstrated leadership skills and a commitment to teamwork and team development.

Preferred Credentials:

- Bachelor's Degree in a technical field
- Background in chemical, plastics, or other specialty material manufacturing environment
- Strong analytical problem-solving skills

Job Details:

- The position will report to the Director of Operations and will be a key member of the Production Operations Team.
- The role is based in MPC's Woonsocket RI facility
- MPC offers:
 - Competitive pay and annual incentive plan
 - Health and dental benefits via Blue Cross Blue Shield
 - Flexible Spending Account (FSA) for out-of-pocket healthcare expenses
 - 401K retirement plan with company match
 - Company-paid term life insurance
 - Interactive performance/development plan and review process
 - Collaborative environment with direct access to leadership team and all aspects of company operations