

PRODUCTION MANAGER / PLANT MANAGER

Pre-Engineered Metal Building Manufacturing

IAS-Accredited Manufacturing Facility | Member, Metal Building Manufacturers Association (MBMA)

Department:	Manufacturing / Production
Reports To:	General Manager / VP of Operations
Direct Reports:	Production Supervisors, Shift Leads, QC Inspectors, Shop Floor Personnel
FLSA Status:	Exempt, Full-Time
Location:	Manufacturing Plant (on-site), Central Arkansas
Compensation:	\$75,000+ (based on experience)

Position Summary

The Production Manager / Plant Manager is responsible for the overall leadership, safety, quality, and output of a pre-engineered metal building (PEMB) manufacturing facility. This role directs daily production operations across primary framing, secondary framing, roll-forming, panel, and paint/finishing lines, ensuring on-time delivery of engineered building packages that meet customer specifications and applicable codes. The Production Manager / Plant Manager is the site champion for the facility's IAS (International Accreditation Service) accreditation and upholds the manufacturing, quality, and documentation standards required to maintain that accreditation, while representing the plant's practices in alignment with Metal Building Manufacturers Association (MBMA) guidelines and industry best practices.

Key Responsibilities

Production & Operations

- Plan, schedule, and direct all plant production activities, including structural steel framing (primary and secondary members), roll-formed panel, trim, and paint/coating operations, to meet the master production schedule.
- Coordinate production scheduling with the Production Scheduler to ensure building packages ship complete and on time.
- Monitor daily throughput, labor efficiency, machine utilization, and scrap/rework rates; drive continuous improvement using lean manufacturing principles.
- Manage raw material and WIP inventory levels in coordination with purchasing to avoid production delays or excess carrying costs.
- Oversee equipment maintenance planning (CNC beam lines, saws, punches, roll formers, welding robots, paint/coating lines) to minimize unplanned downtime.

Quality & IAS Accreditation

- Serve as the facility's operational lead for maintaining IAS AC472 (or applicable) accreditation for metal building systems manufacturing, including fabrication, quality control, and welding programs.
- Ensure production processes, weld procedures (WPS/PQR), material traceability, and inspection records comply with AISC, AWS D1.1/D1.3, and the facility's approved Quality Control Manual.
- Partner with the Quality Manager/QC department to schedule and support IAS audits, internal audits, and corrective action processes; maintain audit-ready documentation at all times.
- Enforce dimensional tolerance, coating thickness, and finish quality standards on all fabricated and finished components.

- Review and resolve nonconformance reports (NCRs), driving root-cause analysis and corrective/preventive action (CAPA).

Industry Standards & MBMA Alignment

- Ensure manufacturing practices, design tolerances, and product documentation are consistent with MBMA Metal Building Systems Manual guidelines and current industry standards.
- Stay current on MBMA technical bulletins, code updates (IBC, ASCE 7), and industry initiatives, and translate relevant changes into plant procedures and training.
- Support the company's continued MBMA membership activities, including participation in relevant committees, training, or benchmarking initiatives as directed by leadership.

Safety & Compliance

- Champion a safety-first culture; enforce OSHA regulations and company EHS policies across all production areas, including crane/rigging, welding, and paint booth operations.
- Lead incident investigations, safety audits, and corrective actions; maintain required safety training and certification records.
- Ensure environmental compliance related to coatings, welding fumes, and waste handling.

People Leadership

- Hire, train, schedule, and supervise production supervisors, leads, and hourly production staff across all shifts.
- Set performance expectations, conduct evaluations, and manage disciplinary actions in accordance with HR policy.
- Develop cross-training plans and succession planning for key production and quality roles.
- Foster clear communication between shifts and departments (Engineering, Detailing, Purchasing, Shipping, Sales, and Customer Service).

Reporting & Continuous Improvement

- Track and report KPIs: on-time shipment percentage, labor productivity, scrap/rework cost, safety incident rate, and quality escape rate.
- Identify and implement process improvements, capital equipment upgrades, and layout changes to increase capacity and reduce cost per ton/unit.
- Prepare and manage the plant's operating budget in coordination with senior leadership.

Qualifications

Required

- Bachelor's degree in Industrial Engineering, Manufacturing, Construction Management, **or** related field; equivalent combination of education and experience will be considered.
- 5+ years of progressive manufacturing/plant management experience, with at least 2 years in structural steel, pre-engineered metal buildings, or related steel fabrication.
- Working knowledge of AISC and AWS welding/fabrication standards, and familiarity with IAS accreditation requirements for metal building manufacturers.
- Demonstrated experience managing production schedules, labor, and quality in a fast-paced, made-to-order manufacturing environment.
- Strong knowledge of OSHA safety regulations and plant safety program management.
- Proficiency with ERP/MRP production systems, Microsoft Office, and production reporting tools.

Preferred

- Prior experience in a PEMB manufacturing facility (primary/secondary framing, roll-forming, and paint lines).
- Familiarity with MBMA technical publications and metal building design/manufacturing tolerances.
- Lean Manufacturing, Six Sigma, or continuous improvement certification.

- Experience supporting IAS, ISO 9001, or similar third-party quality accreditation audits.

Physical Requirements & Work Environment

- Regular presence on the production floor, including exposure to noise, heat, welding operations, and moving equipment; appropriate PPE required.
- Ability to walk, stand, and climb (stairs, ladders, mezzanines) for extended periods during plant walkthroughs.
- Occasional lifting up to 25-50 lbs.
- Some travel may be required for supplier visits, industry meetings (including MBMA events), or multi-site coordination.