

Plant Manager

United States · Full-time · **\$115k-125k**

Plant Manager

Location: Greater Winston-Salem Area

Salary: \$115,000-\$125,000 + Bonus Potential

Benefits: Medical, Dental, Life, Disability, Holidays, Vacation, 401k

Job Type: Full-Time

Typical Hours: M-F, 7 AM – 5 PM

Start Date: ASAP

Sponsorship not available

Plant Manager Description

Our client, a growing industrial manufacturing company, is seeking a Plant Manager to join their team (<80 employees' company-wide) outside of Winston-Salem, NC. This is a hands-on role overseeing a team across multiple production areas and manufacturing processes. The ideal candidate will have experience in an industrial manufacturing environment and a track record of leading supervisors, managing production teams, and improving day-to-day operations. They should be comfortable working across different areas of the plant, balancing production priorities, and addressing issues as they arise.

The Plant Manager will be responsible for coordinating production activities, monitoring capacity and schedules, supporting safety and quality initiatives, and working with other departments to keep operations running efficiently. This person will also lead Lean and continuous improvement efforts, develop supervisors and team leaders, and help establish clear expectations and accountability across the plant. A servant leadership style, approachable communication, and the ability to build trust with employees while still holding teams accountable will be important to success in this role.

Plant Manager Responsibilities

- Oversee daily plant operations to meet safety, quality, productivity, and cost goals
- Lead, coach, and develop production leaders to drive strong team performance
- Set priorities and ensure resources are aligned with customer and business needs
- Partner cross-functionally to resolve operational issues and improve plant performance
- Execute Lean, continuous improvement, and root-cause initiatives to improve efficiency
- Foster a culture of accountability, communication, collaboration, and employee engagement
- Oversee hiring, training, performance management, and employee relations with HR support
- Maintain a visible presence on the production floor and engage employees at all levels
- Communicate plant performance, challenges, and opportunities to senior leadership
- Partner with other sites to share best practices and support consistent operational standards
- Contribute to strategic planning and initiatives that support long-term plant performance

Plant Manager Qualifications

- Minimum 5 years of progressive leadership experience in a manufacturing environment
- Experience leading heavy industrial or complex manufacturing operations
- Proven experience managing supervisors and multi-shift production teams
- Demonstrated experience applying Lean and continuous improvement initiatives
- Servant leadership style that balances approachable communication with strong accountability

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