THERMO BOND BUILDINGS	JOB DESCRIPTION PRODUCTION MANAGER	TBA-HR-FJ-259

REPORTS TO:	Plant Manager	**PAY:**	Salary
POSITION	Full Time	**FLSA CLASS**	Exempt
DEPARTMENT	Plant Management	**SHIFT**	Day

JOB SUMMARY:

The Production Manager oversees daily manufacturing operations to ensure efficient production, high-quality output, and adherence to safety standards. This role is responsible for managing production teams, optimizing workflows, coordinating with cross-functional departments, and driving continuous improvement initiatives in a modular fabrication environment.

SUPERVISORY RESPONSIBILITIES:

- Supervisors

ESSENTIAL FUNCTIONS:

- Plan, organize, and control production schedules to meet customer demand and delivery timelines.
- Monitor production metrics (e.g., OEE, throughput, scrap rates) and implement corrective actions as needed.
- Ensure compliance with company policies, safety regulations, and quality standards
- Supervise and develop production supervisors, team leads, and line workers.
- Conduct performance evaluations, coaching, and training to build a high-performance team.
- Promote a culture of accountability, collaboration, and continuous improvement
- Identify bottlenecks and ineffeciences in the production process and lead improvement projects
- Implement lean manufacturing principles and cellular manufacturing strategies
- Colloborate with engineering and quality teams to resolve production issues and improve product design for manufacturability
- Ensure compliance with internal quality standards and external regulations.
- Partner with the Quality Control Manager to maintain and improve the Quality Management System (QMS).

- Manage labor, equipment, and material resources to maximize productivity and minimize waste
- Coordinate with procurement and inventory teams to ensure timely availability of materials
- Support capital equipment planning and maintenance scheduling

- Prepare and present production reports to senior management
- Communicate effectively with internal departments including Quality, Engineering, and Logistics
- Participate in cross-functional meetings to align production goals with company objectives

REQUIRED SKILLS AND ABILITIES:

- Experience with ERP systems and production scheduling tools.
- Familiarity with ISO 9001 or similar quality standards.
- Knowledge of modular building codes and fabrication techniques.
- Ability to lead cross-functional teams and manage change effectively.
- Ability to travel to other plant locations and customer sites.

EDUCATION AND EXPERIENCE

- Bachelor's degree in Manufacturing, Industrial Engineering, Business, or related field (Master's preferred).
- 5+ years of progressive experience in manufacturing leadership, preferably in modular construction or industrial fabrication.
- Proven track record in lean manufacturing, Six Sigma, or similar methodologies.

Skills & Competencies

- Strong leadership and team building skills
- Excellent problem-solving skills and decision making abilities
- Profiency in production planning software and Microsoft Office Suite
- Knowledge of OSHA regulations and quality management systems (e.g., ISO 9001)

TRAVEL, HOURS OF WORK, & SUPERVISION:

This position normally requires the individual to be physically present at one or more TBB manufacturing location Monday through Friday as deemed necessary. The Director of Manufacturing may be required to travel extensively and may frequently be required to remain out of town on overnight trips in fulfillment of his or her job responsibilities. This position will report to the VP of Manufacturing.

PHYSICAL REQUIREMENTS (INCLUDING BUT NOT LIMITED TO):

- Prolonged periods of sitting at a desk and working on a computer
- Must be able to access and navigate all areas of the facility to determine needs
- Able to lift/carry 15 lbs.

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Revision Date	Author	Description
10/20/25	HV	Original Version