



Title: Sr. Director of Fabrication & Warehouse Operations

Reports To: President, Rowmark

Primary Purpose: Effectively and efficiently manage our fabrication operations for all of our locations, facilitating skilled execution and assembly of fabrication orders and projects to meet the customers' expectations on every order. Leverage TRG's systems and data to drive decision making and optimize efficiency with inventory controls, cost to serve, warehouse and logistics.

Expected Attributes of Employees:

- Exhibits a positive attitude with a high level of accountability, personal drive, ambition, and integrity.
- Uncompromising approach to Safety and Quality.
- Competent in communicating directly and openly throughout the organization with a commitment to teamwork and continuous improvement.
- High level of problem solving, troubleshooting, and task/project management skills.
- Passion for continuous improvement in all aspects of the company's performance; Pension for driving for results and measuring progress/results.

Qualifications:

- At least 5 years of supervisory experience in a fabrication environment.
- Engineering or technical background/aptitude favorable. Bachelor's degree not mandatory, but a plus.
- Ability to learn new processes quickly, to give clear direction, to motivate people, and to reinforce employees' positive work performance.
- Desire to work in a fast-paced, growth-oriented environment with an expectation to utilize systems for productive feedback and accountability.
- Strong interpersonal and verbal/written communication skills with the ability to work effectively with different types of people.
- Experience managing teams using effective motivational metrics & expectations.
- Formal problem-solving skills a real plus (5 why exercises, cause & effect diagrams, etc.)
- Excellent computer experience, preferably integrated systems. Ability to use computers, as well as all department equipment, including engraving, laser, vinyl cutting equipment, sublimation, DCS machine, and associated shop accessories.
- Detail oriented, quality focused and capable of problem solving.

Primary Duties & Responsibilities:

- Set standards for daily operations, which includes accurately filling and shipping customer orders with supporting documentation, receiving incoming materials with efficient put-away system, cycle counting and inventory reconciliation activities.
- Create a positive work environment that is consistent with the Company's values and objectives, fostering a culture of accountability, engagement, quality, and customer satisfaction.
- Coordinate inter-company ordering systems and inventory levels to enhance efficiencies and elevate customer service levels.
- Build a transparent system for sharing relevant metrics, which drives continuous improvement, utilizing "lean" initiatives and practices. Make recommendations to improve productivity, quality, and efficiency of operations.
- Work closely with the President of the Rowmark business unit to learn our manufacturing systems and fabrication processes.



- Professionally manage, develop and coach assigned team members to maximize their individual and team potential.
- Lead special projects that require project management oversight as determined by the TRG annual strategic plan.
- Focus on the safety of all employees at all times. Address any unsafe acts, behaviors or conditions immediately. Ensure all proper procedures (including wearing the required personal protective equipment) are followed. Report violations or concerns.
- Direct employees with clear verbal and/or written instruction regarding the shift's activity.
- Assist employees with troubleshooting efforts as needed.
- Ensure that all quality procedures are followed (quality checks and QDS documentation completed).
- Ensure work instructions are followed by all team members. Communicate any needed changes appropriately.
- Monitor and supervise production efficiencies and product quality. Production efficiencies include coordinating team members to achieve maximum efficiency.
- Insist that housekeeping procedures are practiced throughout the facility.
- Continually monitor equipment performance and report to maintenance any issues or concerns.
- Complete all other projects and tasks assigned by supervisor.

Johnson Plastics Plus is the leading supplier/distributor to the engraving and sign-making industry. As part of the Rowmark brand, JPP strives to provide world class products and service to our customers each day through our distribution facilities located throughout the U.S.

Johnson Plastics Plus is an Equal Opportunity Employer that values our employees and offers a competitive pay and benefits package, an encouraging, supportive environment with training, professional development, recognition programs and career growth opportunities. Our benefits include profit-sharing, medical, dental, vision, 401(k), life insurance, flexible spending account options, short-term and long-term disability, vacation, and paid company holidays.

We believe that people have always been and will continue to drive the success of our company. If this sounds like the opportunity for you, we invite you to submit your name for consideration.

Please send resume and salary requirements to: hough@rowmark.com