

Title: Plant Manager

Reports to: Chief Operating Officer

Description

The Plant Manager is responsible for overseeing all aspects of shop fabrication operations, including safety, quality, productivity, scheduling, and personnel management. This position ensures that fabricated products meet design specifications, are delivered on schedule, and comply with company standards and customer requirements. Interpret specifications, blueprints, job orders, company policies and procedures for workers. The Plant Manager provides strategic leadership to drive continuous improvement in safety performance, quality assurance, cost efficiency, and employee development.

Responsibilities (*other duties may be assigned*)

General:

- *Oversee Daily Operations*
 - Plan, schedule, and manage day-to-day fabrication activities to meet production deadlines and project requirements.
 - Assign work priorities and allocate labor and equipment effectively.
- *Ensure Product Quality*
 - Verify all fabricated parts meet drawings, specifications, and applicable codes (AWS, ASME, AISC, etc).
 - Review inspection results and coordinate corrective actions when issues arise.
 - Promote and maintain a strong quality assurance culture throughout the shop.
- *Maintain a Safe Work Environment*
 - Enforce compliance with all safety policies and OSHA regulations.
 - Conduct regular safety meetings, audits, and jobsite inspections.
 - Ensure employees use required PPE and follow safe work practices at all times.
- *Personnel Supervision and Development*
 - Supervise fabrication leads, welders, fitters, and support staff.
 - Provide direction, performance feedback, and training opportunities.
 - Support employee growth through coaching and skill development.
- *Production Planning and Coordination*
 - Work closely with project management, engineering, and procurement to ensure material readiness and workflow continuity.
 - Monitor job progress, track productivity, and adjust schedules as needed to maintain on-time delivery.
- *Equipment and Facility Management*
 - Ensure all fabrication equipment is properly maintained, calibrated, and safe to operate.
 - Identify equipment needs and coordinate repairs or replacements as required.
 - Maintain a clean, organized, and efficient work environment.
- *Continuous Improvement*
 - Identify and implement process improvements to increase efficiency, reduce rework, and control costs.
 - Utilize lean manufacturing principles where applicable.
 - Monitor key performance indicators (KPIs) related to production, quality, and safety.
- *Communication and Reporting*
 - Provide daily or weekly updates to senior management on production status, quality performance, and staffing needs.
 - Collaborate with other departments to resolve issues that impact production schedules.
 - Participate in planning meetings and strategic initiatives.

- *Budget and Resource Management*
 - Assist with developing and managing the fabrication department budget.
 - Monitor labor hours, material usage, and production costs to ensure alignment with project estimates.
- *Compliance and Documentation*
 - Ensure fabrication activities align with company procedures, customer requirements, and regulatory standards.
 - Maintain accurate records of production, inspections, maintenance, and personnel training.

Safety:

- Lead by example in promoting a strong safety culture throughout the fabrication department.
- Enforce compliance with OSHA, company, and site-specific safety policies and procedures.
- Ensure all personnel are properly trained in safe work practices, equipment operation, and hazard identification.
- Actively participate in safety meetings, audits, and incident investigations.
- Establish the safety culture consistent with Strobel's values.
- Ability to make decisions related to the safety of all employees including stop work.
- Support or lead safety training meetings and sessions.
- Ensure the team reports ALL safety events and near misses.

Quality:

- Ensure all fabricated components meet project specifications, drawing, and applicable codes (AWS, ASME, AISC, or customer standards).
- Oversee quality control and inspection processes, collaborating closely with the Quality Department to address nonconformance and implement corrective actions.
- Promote a culture of quality awareness, precision, and accountability across the fabrication team.
- Review fabrication metrics (rework rates, inspection pass rates, etc.) and develop plans to improve quality performance.
- Participate in customer or third-party inspections as required.
- Oversee accuracy of documentation of fabrication checks, fit-up verifications, and final inspections.
- Ensure the use of proper weld procedures, filler materials, and inspection hold points as required.
- Promote and enforce a "right the first time" culture to minimize rework and material waste.
- Lead and participate in root cause analysis for quality issues and contribute to continuous improvement initiatives.

Leadership:

- Plan, organize, and direct all fabrication activities to meet production goals and project schedules.
- Manage and mentor fabrication supervisors, leadmen, welders, fabricators, coatings, and support staff.
- Monitor daily shop operations to ensure efficient workflow, resource allocation, and proper utilization of labor and equipment.
- Develop and implement production plans, staffing schedules, and performance goals aligned with business objectives.
- Coordinate with project management, estimating, engineering, and procurement to ensure job readiness, timely material delivery, and accurate job execution.
- Lead and manage job training to craft personnel is in place.
- Understand and know applicable employee laws and follow Strobel HR policies.
- Ability to listen to employee concerns and oversee conflict resolution. Elevate to corporate HR as needed.
- Analyze fabrication processes to identify opportunities for improvement in productivity, workflow, and resource utilization.
- Evaluate equipment performance and recommend upgrades, repairs, or new technology as needed.
- Implement lean manufacturing principles and process standardization to increase efficiency and reduce waste.



Strobel Fabrication
106 South Green Street
Clarks, NE 68628
308-624-4999

Strobel Fabrication is an Equal Opportunity Employer

Productivity:

- Plan and prioritize workflow to ensure all fabrication projects are completed safely, on time, and within budget.
- Monitor daily production output against established targets, identifying and addressing any bottlenecks or inefficiencies.
- Optimize labor and equipment utilization by balancing workloads, reducing downtime, and ensuring crews are properly assigned based on skill and project needs.
- Implement and track Key Performance Indicators (KPIs) such as labor efficiency, throughput, and on-time delivery rates to measure department performance.
- Analyze fabrication schedules and job progress to forecast manpower and material requirements.
- Drive continuous improvement initiatives aimed at increasing shop throughput, reducing rework, and improving overall efficiency.
- Ensure accurate time tracking and job costing to maintain productivity visibility and control over operational expenses.
- Work collaboratively with Engineering, Quality, and Project Management to eliminate workflow barriers and ensure project readiness.
- Encourage accountability among fabrication teams for meeting daily and weekly production goals.
- Evaluate and refine shop layouts, equipment placement, and material flow to enhance operational efficiency and minimize handling time.

Project and Estimating Support:

- Collaborate with the Estimating team to review project requirements, drawings, and specifications to provide accurate fabrication input.
- Provide fabrication labor, material, and equipment data to support cost estimates and proposals.
- Advise on production feasibility, lead times, and potential risks during the estimating phase.
- Ensure estimated fabrication costs align with shop capabilities, resources, and standard productivity metrics.
- Participate in pre-bid or pre-project meetings to clarify fabrication scope, constraints, and special requirements.

Financial Responsibilities:

- Assist in developing, managing, and monitoring the fabrication department budget, including labor, materials, equipment, and overhead costs.
- Monitor project costs and departmental spending to ensure alignment with approved budgets; identify cost-saving opportunities without compromising quality or safety.
- Track labor hours, overtime, and productivity to ensure efficient staffing levels.
- Oversee material usage, minimize waste, and ensure proper inventory levels to reduce unnecessary expenditures.
- Maintain accurate records of job costs, including labor, materials, and equipment usage; participate in financial forecasting.
- Collaborate with purchasing or procurement to ensure cost-effective sourcing of materials and equipment and evaluate supplier performance.
- Analyze cost variances, productivity metrics, and financial performance to recommend process improvements that enhance profitability.
- Provide input for capital expenditures related to equipment, tools, or facility improvements, ensuring alignment with operational and financial goals.

Client Communication and Coordination:

- Serve as a primary point of contact for clients regarding fabrication progress, schedules, and technical issues.
- Provide timely updates on project status, potential delays, and corrective actions.
- Collaborate with clients, project management, and engineering teams to clarify project requirements and expectations.
- Address client concerns or questions regarding fabrication quality, capacity, or delivery timelines.
- Participate in client meetings, site visits, or inspections as needed to support project relationships.



Strobel Fabrication
106 South Green Street
Clarks, NE 68628
308-624-4999

Strobel Fabrication is an Equal Opportunity Employer

Technical Abilities:

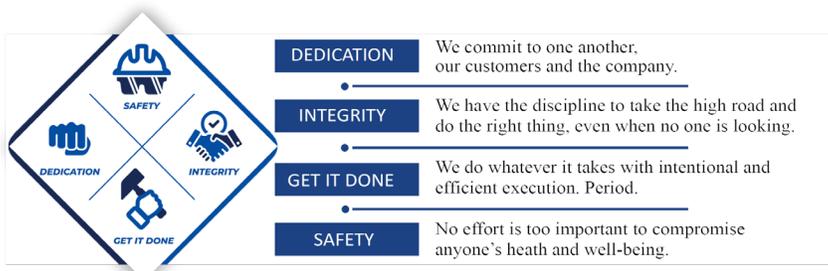
- *Microsoft Office*
 - Have ability to generate Word documents and understand and create Excel documents
- *Specifications and Drawings*
 - Able to read and understand standard specifications and drawings
- *Fabrication Processes*
 - In-depth knowledge of metal fabrication techniques, including cutting, forming, bending, welding (MIG, TIG, Stick), and coatings.
- *Welding and Material Standards*
 - Familiarity with welding codes and standards (AWS, ASME Section IX, AISC) and the ability to ensure compliance across the shop.
- *Equipment Operation and Oversight*
 - Understanding of fabrication machinery such as saws, presses, plasma cutters, welders, grinders, and other shop tools; ability to evaluate performance, maintenance, and safe operation.
- *Fit-Up and Assembly*
 - Ability to supervise and verify accurate fit-up, alignment, and assembly of fabricated components to meet design specifications and tolerances.
- *Quality Control*
 - Knowledge of quality inspection techniques, including dimensional verification, weld inspection, non-destructive testing (NDT), and documentation for traceability.
- *Material Knowledge*
 - Understanding of metals, alloys, and fabrication materials including their properties, handling, and fabrication requirements.
- *Fabrication Planning and Scheduling*
 - Ability to develop production plans, sequence work, and allocate resources to meet deadlines and maximize efficiency.
- *Problem Solving and Troubleshooting*
 - Skilled in identifying fabrication or assembly issues, determining root causes, and implementing corrective actions effectively.

Experience:

- High school diploma or GED required; bachelor's degree in manufacturing, Industrial Technology, or related field preferred.
- Technical certification in welding, fabrication, or quality management is a plus.
- Minimum 8-10 years of progressive experience in fabrication, welding, or manufacturing operations, with at least 3-5 years in a supervisory or management role.
- Strong leadership and team management skills.
- In-depth knowledge of fabrication processes, materials, and welding procedures, and shop equipment.
- Ability to read and interpret complex blueprints, P&IDs, isometric drawings, specifications.
- Excellent understanding of quality management systems and industry codes (AWS, ASM, AISC).
- Strong organizational and problem-solving abilities.
- Effective communication and interpersonal skills.
- Commitment to safety, quality, and continuous improvement.

Physical Requirements:

- Frequent walking, standing, and climbing in a shop environment.
- Ability to lift up to 50 pounds occasionally.



Strobel Fabrication
106 South Green Street
Clarks, NE 68628
308-624-4999

Strobel Fabrication is an Equal Opportunity Employer

- Exposure to noise, heat, cold and metalworking conditions.
- Must be able to wear appropriate PPE including steel-toed boots, gloves, eye protection, and welding gear.

Hours

This position is a full-time salary position. The schedule can vary based on the project requirements (typically 40 hours/week).

Travel

Travel as needed.

Compensation based on experience and qualifications

Excellent Perks & Benefits

- Future growth opportunity
- Family-focused company
- Company-sponsored events
- Paid Time Off & Paid Holidays
- Generous 401k Match
- Medical, Dental, Vision and Life Insurance
- Health Savings Account

Strobel Fabrication is a full-service ASME certified steel fabrication facility with expertise in custom skid design and fabrication, pressure vessels, piping systems, support, and structural steel, transloading equipment and specialty coatings. Strobel can design and build for a wide range of industries including power generation, oil and gas production, renewable fuels, chemical, ethanol, Petrochemical and more.



Strobel Fabrication
106 South Green Street
Clarks, NE 68628
308-624-4999

Strobel Fabrication is an Equal Opportunity Employer