

Plant Manager – East Lind Heat Treat

Location: Madison Heights, MI

Position Type: Full-Time, On-Site

Reports To: President / General Manager

Position Summary

The Plant Manager is responsible for the overall leadership, performance, and profitability of East Lind Heat Treat's operations. This role oversees production, quality, safety, maintenance, scheduling, and personnel while ensuring all heat-treating processes (including vacuum, atmosphere, induction, carburizing, nitriding, tempering, and related metallurgical operations) meet customer specifications and industry standards.

The Plant Manager drives continuous improvement, maintains an efficient, safe working environment, and ensures that all orders are processed on time, to specification, and with the highest quality.

Key Responsibilities

Operational Leadership

- Oversee daily plant operations across all heat-treating processes.
- Plan, coordinate, and schedule production to meet customer requirements and delivery deadlines.
- Optimize furnace utilization, cycle times, cooling/quenching processes, and workflow efficiency.
- Monitor KPIs including throughput, scrap/rework, on-time delivery, cost per cycle, labor productivity, and uptime.

Quality & Metallurgical Excellence

- Ensure all processes meet or exceed customer specifications, internal standards, and industry requirements (ISO, CQI-9, NADCAP if applicable).
- Ability to work closely with the Quality Department to analyze hardness results, metallurgical outcomes, quench performance, and process deviations.
- Troubleshoot process issues such as out-of-spec hardness, quench failures, distortion, or furnace control problems.

- Ensure calibration and process control documentation is maintained.

Safety & Compliance

- Enforce all safety policies, including PPE usage, furnace safety, lockout/tagout, high-temperature and gas-handling protocols.
- Maintain OSHA compliance and conduct safety audits, training, and incident investigations.
- Ensure proper handling of quench oils, LN₂, endo gas systems, and hazardous materials.

Team Leadership

- Lead, mentor, and develop a team of furnace operators, loaders, quality techs, shipping/receiving staff, and maintenance personnel.
- Implement training programs for process control, furnace operation, metallurgy basics, and safety.
- Manage staffing, scheduling, performance evaluations, and hiring decisions.

Maintenance & Reliability

- Oversee preventive maintenance for furnaces, instrumentation, gas generators, quench tanks, compressors, and support systems.
- Reduce downtime by addressing mechanical, electrical, and control-system issues proactively.
- Work closely with vendors and contractors for repairs and upgrades.

Customer Service & Communication

- Work with customer service and sales to ensure accurate order processing and status updates.
- Address customer questions regarding processes, metallurgy, specifications, and corrective actions.
- Support customer audits, shop visits, and technical reviews.

Continuous Improvement

- Lead productivity, cost-reduction, and waste-elimination initiatives.
- Improve process consistency, documentation, cycle times, and throughput.

- Identify and implement new technologies, process automation, and equipment upgrades.

Qualifications

Required

- 5+ years' experience in heat treatment, metallurgical operations, or related industrial manufacturing.
- Strong understanding of metallurgy, furnace operations, quenching, and process control.
- Proven leadership experience in a plant/production environment.
- Ability to interpret blueprints, heat-treat specifications, and hardness/MetLab reports.
- Experience with ISO 9001 and/or CQI-9 systems.
- Strong communication, organization, and problem-solving skills.
- Ability to manage multiple priorities in a fast-paced production environment.

Preferred

- Degree or certification in Metallurgy, Materials Science, Mechanical Engineering, or Industrial Technology.
- Experience with vacuum furnaces, atmosphere furnaces, nitriding/carburizing systems, and quench-media management.
- Background in Lean Manufacturing, Six Sigma, or Continuous Improvement.

Physical & Work Environment Requirements

- Ability to work on the shop floor around furnaces, heavy materials, and industrial equipment.
- Standing, walking, and lifting up to 50 lbs as needed.
- Exposure to high heat environments, quench oils, gases, and noise.