



**Plant Manager  
Grand Rapids, MI**

**Company Overview:**

Custom Profile ([www.custom-profile.com](http://www.custom-profile.com)) is a privately held manufacturer of plastic extrusion products with approximately \$25 million in annual sales and 200 employees at its locations in Grand Rapids, Michigan and Juarez, Mexico. The company is owned by Sam Nicholas, the founder and Blackford Capital, a private equity firm with offices in Grand Rapids, MI and Los Angeles, CA. Founded in 1992, Custom Profile has enjoyed consistent annual growth in its revenues and earnings in 20 of its 22 years in operation. Custom Profile boasts a blue chip customer base, including Herman Miller, Haworth, Whirlpool, Electrolux, Hoover, Steelcase, and others. The company is looking to grow organically and acquisitively. The plastic extrusion industry represents a \$11 billion dollar market in the United States with significant growth potential internationally. Custom Profile is an industry leader in the profile extrusion niche, and currently ranks 77<sup>th</sup> on the list of largest plastic extruders across all subsegments of the industry. The company is looking for a Grand Rapids Plant Manager who will be able to work with the President to grow to \$50 million or more in revenue in the next several years.

**Job Description:**

Reporting to the President, the successful candidate will be responsible for directing and managing all plant operations with overall responsibilities for production, maintenance, quality and other production-related activities through making sure the plant is running smoothly, quickly, efficiently, and safely. Support the company goals of Zero Defects and 100% On-Time Delivery in a cost-efficient manner.

**Essential Duties and Responsibilities:**

- Direct and manage plant operations for production, maintenance, quality and shipping and receiving
- Provide leadership and training to accomplish the company goals and objectives.
- Coordinate plant through the planning with departmental managers to insure the total manufacturing objectives are accomplished in a timely and cost effective manner.
- Provide leadership for the successful day-to-day operation of the facility.
- Conduct performance appraisals and provide coaching and guidance to all operations employees.
- Provides direction, development and leadership to production supervisors.
- Develop and control profits, plans, and budget.
- Control and minimize labor overtime, premium freight and repair expenses.
- Analyze workforce requirements.
- Establish and monitor overall plant performance for production and quality standards
- Work closely with quality personnel to review product consistency while monitoring scrap rates to determine trends and areas of improvement.
- Maintain existing plant facilities and equipment; replace, or make adjustments to plant facilities and equipment when necessary.
- Implements and maintains preventative maintenance programs.
- Incorporates shop floor organization and plant cleanliness among plant personnel.
- Work closely with the Safety Manager to ensure all members of the manufacturing team are aware of safety policies to provide a safe workplace for our employees.
- Encourage and promote operating in a continuous improvement environment.

**Qualifications and Requirements**

- Minimum of five years of Plant/General Management experience required; a suitable combination of education and experience will also be considered.
- Bachelor Degree in Management or related discipline preferred, but not required.

**Strength in the following areas required:**

- Microsoft Office experience (word, outlook, excel)
- Excellent organizational and follow up skills
- Strong communication skills (verbal, written and presentation)
- Working knowledge of budgets and financial statements.
- Background with manufacturing methods, process improvement programs and procedures.
- 5s/Lean Manufacturing
- ISO 9001 Experience

**Experience in the following areas is preferred:**

- ERP/MRP Experience
- Supervisory Responsibility:
  - 5 Direct Reports (Production Supervisors, Maintenance Supervisor)
  - 60 – 80 In-Direct Reports (Production operators, maintenance techs)

**Physical Demands:**

- Must be able to lift and/or move up to 50 lbs.
- The noise level in our work environment is moderate.
- Safety glasses and closed-toe shoes must be worn on the production floor.
- Some travel, mostly local, is occasionally required.
- Infrequent overnight travel required.