

Job Title:	Site Manager	Job Department:	Manufacturing
Location:	Cedartown, GA	Travel Required:	Up to 10% (customer visits, industry conferences, WI site).
Reports To:	V.P. of Operations	Position Type:	Exempt

About Us

Established in 1921, **Sheboygan Paint Company** is a privately owned general industrial paint manufacturer with national distribution capabilities and a diverse, compliant product portfolio. Ranked 19th among U.S. paint companies, we excel at manufacturing innovative coating solutions. We are trusted for adding premium value to our customers' industrial coatings processes and aim to be the most recognized family-owned industrial paint company in America. At Sheboygan Paint, we foster a collaborative and inclusive culture that values innovation, integrity, and excellence. We are committed to the growth and development of our employees and believe in providing a positive work environment where everyone can thrive.

Job Summary

The Site Manager is responsible for overseeing all aspects of plant operations in Cedartown, GA, including production, maintenance, quality assurance, and personnel management. The ideal candidate will ensure that production goals are met while maintaining safety, quality, and efficiency standards.

Key Responsibilities

Effective leadership in managing site teams to achieve excellence in all aspects of product manufacture. Manage and lead agreed upon site-specific KPI's to achieve safety, OTIF, cost, and quality objectives. Maintain a culture of respect with all employees. Effective partnership with cross-functional peers to achieve internal and external customer satisfaction.

- Contributes to the formulation of business objectives from an operations perspective and ensures site capabilities, constraints and Health Safety and Environment considerations are incorporated into integrated business planning.
- Ensures ISC (Information System Controls) strategy is cascaded to the site organization effectively to ensure appropriate alignment of focus and relevant information, and issues are fed back up.
- Establishes, achieves, enforces, and continuously improves the performance levels for the site.

- Coaches, mentors, and develop the site management team members and build a team which collectively is capable of and fully involved in achieving excellence.
- Establishes a culture of functional and operational excellence, continuous improvement and accountability, professionalism and commitment to company values and behaviors.
- Acts as role model in talent management through developing a strong talent bench for key positions at site, enhancing talent development and engagement levels.
- Stimulates talent management by identifying and selecting talents with growth potential and driving exchange of talents across sites with colleague site managers.
- Works together with and networks with other site managers / stakeholders inside and outside of Sheboygan Paint Company
- Ensures the In Control internal process and regulatory and legal compliance.
- Serves as the primary point of contact for communications outside of the site.
- Be familiar with all applicable corporate as well as site policies/procedures regarding personnel conduct/EH&S standards and acts in compliance with all regulations.
- Maintain ISO Certifications.

Qualifications

Education and Experience

- Bachelor's degree in Engineering, Business Administration, or related field; Master's degree preferred.
- 5+ years of experience in plant operations, with at least 8 to 10 years in manufacturing.
- Must have chemical processing engineering experience and experience managing large Capex projects.

Skills and Competencies

- Strong understanding of manufacturing processes, equipment, and quality control principles.
- Excellent leadership, communication, and interpersonal skills.
- Proven ability to manage budgets, timelines, and personnel effectively.
- Proficient in data analysis and production management software.

Benefits

- **Competitive Compensation:** Attractive salary and performance-based bonuses.
- **Health Coverage:** Comprehensive health insurance plans, including medical, dental, and vision.
- **Retirement Plan:** 401(k) with company matching contributions.
- **Professional Development:** Opportunities for training, mentorship, and career advancement.
- **Paid Time Off:** Generous PTO policy and company-observed holidays.
- **Wellness Programs:** Employee wellness initiatives and resources.



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- **Additional Perks:** Employee discounts, company events, and a supportive work environment.

Customerization