



IntegrICO Composites of LA, a leading manufacturer of composite railroad ties, is seeking a highly motivated, results oriented General Manager (GM) to oversee its Sarepta, LA location.

Strategic Planning and Management

- Serve as GM and strategic partner to CEO and CTO; ultimate responsibility for 100 + employees across two (2) shifts
- Provide leadership for successful day-to-day operation of facility, customer and employee satisfaction, and plant performance measures
- Coordinate with CFO to develop and execute plant manufacturing budgets; monitor operation expenses, develop/implement cost reduction measures while maintaining product quality and operational efficiency
- Supervise quality systems/programs; assume full P&L responsibility for Sarepta facility.
- Coordinate with CTO / quality personnel to review product consistency; monitor rejected product to determine trends and develop/initiate methodology for improvement
- Contribute to strategic plan discussion; analyze discussion in conjunction with sound criteria for cost control, waste reduction, quality, safety, and complete on-time delivery
- Coordinate with EHS Manager to ensure all Company staff are aware of /implement safety policies to ensure an exceptionally safe working environment for all employees
- Coordinate with HR / hiring and training of all manufacturing personnel; forecast workforce requirements

Required Qualifications

- Bachelor's Degree from an accredited institution in Business Administration, Management, Industrial technology/Engineering, or related field
- 5 years progressive key leadership/management experience in an industrial manufacturing environment
- Demonstrated experience/strong understanding of budgetary/expense management with basic knowledge of financial and accounting practices; basic knowledge of principles and applications associated with manufacturing operations, maintenance, and engineering
- Computer literate including ability to prepare spreadsheets (Microsoft Office Products) to analyze relevant data and trends; project management
- Demonstrated analytical and decision-making skills

- Demonstrated experience/broad understanding of safety systems and enforcement/improvement of safety policies
- Demonstrated ability to balance production and maintenance needs; exceptional planning and organizational skills
- Demonstrated ability to effectively utilize manpower, facilities, equipment and assets to ensure minimum manufacturing errors
- Exceptional ability to recruit/coach key staff; work with teams and lead decision-making process in team environment.
- Exceptional interpersonal communication and listening ability; highly developed social skills, provide leadership for conflict resolution to quickly facilitate solutions and improved working relationships
- Unquestionable business ethics, personal integrity, and moral stance
- Leadership experience in major restructuring/turnaround in either large or small organization considered a plus

Please send letter of interest and résumé to:

Rebecca Martin, VP Administration
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