



VICE PRESIDENT OF OPERATIONS

STEWART IRON WORKS SUMMARY:

The Stewart Iron Works Company was founded in 1862, and within five decades became the world's largest fence company with over 3,000 employees. Over the past 150 years, the company had gone through various stages and divisions, even supplying the US Army with combat trucks during WWI at one point. Now established as the standard within the iron works industry, the company continues to produce ornamental and custom iron work products, from fences and railings, to gates, gazebos, and more. The Stewart shield exists at some of our nation's most prominent landmarks, institutions, residences, and attractions, including the White House, Alcatraz Island, the Panama Canal, the Taft Museum, and much more. Since the company's inception, Stewart designed products have been known for their excellence and balance of beauty and function. The tradition of metal craftsmanship continues today and is evident in the custom ironwork still produced by hand. Project managers work closely with contractors and clients throughout the design, modifications, and manufacturing stages, until the product is installed to the client's satisfaction.

ROLE SUMMARY:

The Vice President of Operations is the technical and dynamic leader of this 150 year old, world-renowned operation and brand. This position directs all operations in the areas of safety, quality, delivery, and cost; and is an integrator for the sales and finance functions. The VP of Operations is a master decision maker who must empower his or her team to execute while guiding dozens of daily decisions in a complex pre-fab environment. He or she has P&L responsibility and directly impacts the future growth of SIW.

Location: Crestview Hills, KY

Travel: 10% or less

Reports To: Ownership

Salary Range: \$75,000-\$85,000 + Incentive Bonus Plan

Direct Responsibilities: (Department Managers as direct reports)

- Estimating / Project Management
- Design
- Fabrication (shop crew)
- Installation (field crew)
- HR
- IT

Support Responsibilities: (could grow into directly supervising these functions as well)

- Sales
- Marketing
- Business Development
- Finance

IDEAL PROFILE:

- BS / MS in Industrial Engineering, Operations Management, Civil Engineering
 - Expertise in job-shop lean (planning, optimization, quality systems, waste reduction)
- Industry experience in commercial construction, design/build process, and estimating
- 5-7 years of demonstrated positive organizational results in manufacturing / construction industry.
- A player-coach who individually enacts positive changes, while developing his or her team.
- Holds Safety as their highest value; Defines quality as a product that lasts a lifetime.
- Working knowledge of World-Class Quality Management System (QMS).
- Proven ability to collaborate and influence other functional leaders.
- Expert levels of interpersonal communication skills with all employees, customers, and suppliers.
- Demonstrated Profit and Loss responsibilities with record of exceeding margin objectives.

BEHAVIORAL PERFORMANCE FACTORS

Positivity - everyone wants to be a part of a winning team – passionately celebrate successes and encourage progress, regardless of circumstance.

Decisive & Results Driven – comfortable making decisions with minimal information; meets objectives, no excuses.

Emotional Intelligence – empathetic with expert ability to manage emotions in positive ways to reduce stress, communicate effectively, overcome challenges, and defuse conflicts.

Analytical – this is a complex custom, job-shop environment with dozens of operations and thousands of part combinations. One must be an expert at procuring, analyzing, and making fast decisions with data.

Futuristic – taking the long view of continuous improvement. Investing in people and processes that will carry the business and double its revenue over the next 3 years.

Influential – giving first and building trust to enable cross-functional leadership in the future. Selling ideas, making change, and respectfully holding teams accountable to their commitments.

Total Commitment – there should never be a question of the level of care and concern one has for employees, customers, and business results. Having integrity and standing behind each daily decision without reserve.

Sense of Urgency – having the confidence to move fast, empower others, and never be complacent.

Innovative – increasing the number of value-added solutions we deliver to our customers.

ESSENTIAL DUTIES AND RESPONSIBILITIES

- Possess an attitude that Zero-safety incidents is attainable. Safety is your highest value and it's non-negotiable.
- Develop long-term strategic plans and execute short-term objectives.
- Value sustainability of systems and empower others to lead, fail, make decisions, and learn together.
- Be present during daily production huddles and open lines of communication and support for supervisors and employees
- Continuously improve team hand-offs: Design to PM, PM to Shop, Shop to Field Install
- Create a culture where SIW is the place to work in the Greater Cincinnati, Northern KY area:
 - Invest in talent as the #1 asset – be present and prove this through time, training, and support
 - Own the Compensation System and Individual Development Plans to increase engagement
 - Lead versatility program (cross-training) to engage and reward employees
- Champion Operational Excellence and Data-Driven Decision Making:
 - Process streamlining
 - Quality Control / Quality Management System
 - 5S / visual management
 - Waste elimination
 - Scheduling, capacity planning, staffing plans, workflow balancing
 - Order release management
 - KPI Goals: 35% Gross Margin
 - 95% on time installation
 - 99% quality to the customer
 - Overall 95% actual versus estimate (hours)
 - 90% direct time utilization