

## **McDantim Inc.: Chief Operating Officer Job Outline**

### **Company Overview**

McDantim Gas Blending Technologies, based in Helena, Montana, has been a leading manufacturer of gas blending systems since 1988. Our Trumix® gas blenders are trusted across industries like beverage distribution, welding, and food packaging. As an employee-owned company, McDantim focuses on quality craftsmanship and exceptional customer service, providing durable, custom solutions for businesses worldwide.

### **Executive Summary**

We are searching for a Chief Operating Officer (COO) with strong leadership skills and a creative approach to business. The COO will lead our team to be efficient, productive, and effective.

The ideal candidate has experience with industrial gases or related industries, as well as discrete manufacturing. A strong technical background and executive-level experience are preferred.

### **Objectives of this role**

- Collaborate with CEO in driving organizational vision and implementing operations strategies.
- Translate strategy into actionable steps for growth, implementing organization-wide goal setting, performance management, and annual operations planning.
- Lead efforts to refine and grow a professional company culture.
- Oversee company operations and employee productivity, building a highly inclusive culture that ensures team members can thrive, and organizational goals are achieved.
- Contributing to topline growth is a critical aspect of this role.
- Assist the CEO in operating the company to consistently increase ESOP share values.

### **Responsibilities**

- Analyze internal operations to identify areas for process enhancement, efficiency improvements, and cost reduction opportunities.
- Implement business strategies and plans that align with the short- and long-term objectives developed in tandem with the CEO.
- Oversee operations, HR, and accounting, and partner with CEO in sales efforts.
- Manage capital investments and expenses to ensure that the company achieves targets for growth and profitability.
- Monitor performance using tracking software and take corrective measures as necessary, and prepare detailed updates, forecasts, and analysis.
- Build and maintain trusting relationships with key customers, clients, partners, and stakeholders.

### **Required skills and qualifications**

- A minimum of 10 years of experience in senior manufacturing management
- Excellent leadership skills and personal integrity.

- Understanding of advanced business planning (i.e. strategic financial planning, market expansion strategies) and regulatory issues.
- Solid grasp of data analysis and performance metrics.
- Proficient in P&L management, GAAP standards, and financial analysis.

### **Preferred skills and qualifications**

- A technical degree: Chemical or Mechanical Engineering preferred.
- Knowledge and experience in the industrial gas business.
- Ability to read Piping & Instrument diagrams (P&IDs).
- Working knowledge of the concepts and principles of Lean Manufacturing.

### **Position Specifics**

- **Start Date:** Negotiable
- **Job Type:** Full Time
- **Compensation:** Depends on experience and qualifications.
- **Benefits** (see attached)
  - 12 paid holidays
  - Sick Pay / Vacation Pay
  - Medical / Dental / Vision
  - Flexible Spending Account
  - Aflac Account
  - Group Life Insurance
  - Costco / Health Club membership
  - 401K Plan (Implementation Q1, 2025)
- **ESOP Investment Plan**
- **Schedule**
  - 8 – hour shifts, 40 hours per week
  - Monday – Friday
- **Work Location:** Helena Montana

Visit [mcdantim.com](http://mcdantim.com) to learn more about us and the products we produce.

Please submit a resume and cover letter to the following:

Bill Nicholson

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