

McDantim Inc.: Plant Manager 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 Plant Manager with strong leadership skills and the ability to approach business from a creative point of view. The Plant Manager will oversee day-to-day production activities and personnel, taking responsibility for overall facility management.

The ideal candidate has extensive experience in manufacturing and manufacturing management. A strong technical background is preferred.

Duties include, but are not limited to:

- **Overseeing operations**
Directly manage operations for approximately 20 employees, ensuring smooth daily execution of production, supply chain logistics, and quality control.
- **Customer Service**
Champion and continuously enhance McDantim's culture of customer service excellence.
- **Monitoring performance**
Effectively use key performance indicators (KPIs) to assess operational efficiency, identify areas for improvement, and implement corrective actions.
- **Building relationships**
Build and sustain strong, trust-based relationships with customers, clients, partners and stakeholders.
- **Improving Quality**
Continuously seek opportunities to improve quality, boost operational efficiency, reduce costs, and drive profitability.

Plant Manager Objectives

- Collaborate with CEO in driving organizational vision and implementing operational strategies.
- Oversee company operations and employee productivity.
- Driving tangible contributions to the company's topline growth is a key responsibility of this position.
- Assist the CEO in operating the company to continuously increase ESOP share values.
- Ensure effective recruiting, onboarding, professional development, performance management and retention.

Required skills and qualifications

- Five or more years of experience in Plant Management and/or production leadership roles.
- Proven ability to communicate effectively across all levels of the organization and lead teams with strong, results-driven leadership.
- Solid grasp of data analysis and performance metrics.
- Ability to diagnose problems quickly and foresee potential issues.

Preferred skills and qualifications

- A technical degree; Chemical or Mechanical Engineering preferred.
- Knowledge and experience in the industrial gas or related industry.
- Ability to read Piping & Instrument diagrams (P&IDs).
- Working knowledge of mechanical drawing reading and interpretation.

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 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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