



IROCK Crushers LLC

Job Description

Job Title: CONTINUOUS IMPROVEMENT MANAGER

Department: OPERATIONS

SUMMARY

The Continuous Improvement Manager is responsible for leading and implementing operational excellence initiatives throughout IROCK Crushers' manufacturing operations. This position drives continuous improvement efforts to maximize productivity, quality, safety, delivery performance, and cost efficiency.

The ideal candidate will enjoy identifying opportunities for improvement, leading cross-functional teams, implementing sustainable process improvements, and developing systems that enhance manufacturing performance across fabrication, welding, paint, assembly, and support operations.

ESSENTIAL DUTIES AND RESPONSIBILITIES

Other duties may be assigned.

Operational Excellence & Continuous Improvement

- Lead the development and implementation of continuous improvement initiatives throughout all manufacturing operations.
- Facilitate Lean Manufacturing, Kaizen, Six Sigma, 5S, Value Stream Mapping principles, and problem-solving activities.
- Identify, prioritize, and execute projects focused on improving safety, quality, delivery, productivity, and cost performance.
- Analyze operational data to identify trends, bottlenecks, inefficiencies, and improvement opportunities.
- Conduct root cause analysis using structured problem-solving methodologies and implement sustainable corrective actions.
- Lead continuous improvement projects and cross-functional improvement teams.
- Establish standardized work procedures and ensure process discipline throughout manufacturing operations.
- Drive improvements in throughput, capacity utilization, labor efficiency, inventory management, and equipment effectiveness.

Manufacturing Process Improvement

- Analyze manufacturing workflows and facility layout to optimize operational efficiency.
- Evaluate fabrication, welding, paint, and assembly processes and recommend improvements.
- Collaborate with manufacturing leadership and production planning to improve production scheduling, workflow management, and resource utilization.
- Evaluate opportunities for strategic outsourcing, and capital equipment investment.
- Facilitate implementation and optimization of manufacturing technologies and systems.
- Participate in facility planning, process design, and capacity expansion initiatives.
- Drive reduction of waste throughout manufacturing processes utilizing Lean principles.

Data Analysis & Performance Management



- Develop reporting tools and dashboards to measure operational performance.
- Analyze labor, material, overhead, quality, and productivity metrics.
- Provide management with reports and recommendations to support strategic decision-making.
- Monitor effectiveness of implemented improvements and ensure sustainability.
- Support annual operational planning and budgeting initiatives.

Cross Functional Leadership

- Partner with Engineering, Operations, Sales, Supply Chain, Quality, Product Support, and Finance to identify and implement improvement opportunities.
- Facilitate communication and alignment between departments to achieve operational objectives.
- Lead change management initiatives and promote a culture of continuous improvement.

Equipment, Safety & Compliance

- Support manufacturing equipment optimization, preventive maintenance initiatives, and process capability improvements.
- Ensure all operational improvements comply with applicable safety, environmental, and regulatory requirements.
- Incorporate safety into all manufacturing processes and continuous improvement activities.
- Promote safe working practices and support organizational safety objectives.

SUPERVISORY RESPONSIBILITIES

- No direct reports initially; provides leadership and influence across cross-functional teams.

QUALIFICATIONS

To perform this job successfully, an individual must be able to perform each essential duty satisfactorily.

Education and Experience

- Bachelor's Degree in Engineering, Operations Management, Manufacturing Engineering, Industrial Engineering, or related field preferred.
- Minimum of five years of manufacturing, operations, industrial engineering, or continuous improvement experience.
- Experience in heavy equipment, mobile equipment, fabrication, or industrial manufacturing environments preferred.
- Demonstrated success implementing measurable operational improvements.

REQUIRED KNOWLEDGE, SKILLS & ABILITIES

- Knowledge of Lean Manufacturing principles and operational excellence methodologies.
- Experience with:
 - Kaizen
 - Value Stream Mapping
 - 5S
 - Root Cause Analysis
 - Standard Work
 - Visual Management
 - Six Sigma tools
 - Waste elimination methodologies



- Strong understanding of:
 - Fabrication operations
 - Welding processes
 - Assembly operations
 - Material flow
 - Production scheduling
 - Capacity planning
- Ability to analyze and interpret manufacturing data and performance metrics.
- Experience utilizing ERP systems; Macola experience preferred.
- Experience with Microsoft Office and data analysis tools.
- Ability to read and interpret engineering and fabrication drawings.
- Strong project management and organizational skills.
- Excellent verbal, written, presentation, and facilitation skills.
- Ability to influence without direct authority.
- Strong problem-solving and critical-thinking capabilities.
- Self-starter with the ability to manage multiple priorities.

PREFERRED QUALIFICATIONS

- Lean Six Sigma Green Belt or Black Belt certification.
- Experience implementing ERP and manufacturing system improvements.
- Experience with KPI dashboard development and visual factory systems.
- Knowledge of OEE, throughput analysis, and capacity modeling.
- Experience with capital equipment justification and implementation.

WORK ENVIRONMENT

- Position functions primarily in an office and manufacturing facility environment.
- Frequent interaction with fabrication, welding, paint, assembly, and engineering departments.
- Periodic travel to suppliers, customers, training, and industry events as required.
- Overtime may be necessary to support operational objectives and project implementation.