



## **Maintenance Manager**

JW Aluminum is seeking an experienced Maintenance Manager to lead and develop the maintenance organization within a fast-paced manufacturing environment. This position is responsible for driving a culture of safety, accountability, reliability, and continuous improvement while leading maintenance operations across multiple shifts and technical disciplines.

The Maintenance Manager will provide strategic and hands-on leadership to maintenance teammates and leaders while overseeing industrial electrical systems, mechanical reliability, preventive maintenance execution, troubleshooting, asset health, and workforce development. This role will partner closely with Operations, Engineering, Safety, and Leadership Teams to improve equipment reliability, reduce downtime, and support long-term operational excellence.

The ideal candidate is a strong leader who can balance technical expertise with the ability to coach and develop in a manufacturing environment.

## **Essential Functions, Duties, and Responsibilities**

### **Leadership & Team Development**

- Lead, coach, and develop maintenance teammates, Team Leads, and specialized maintenance functions across all shifts.
- Establish and maintain a culture centered around safety, accountability, ownership, teamwork, and respectful communication.
- Drive teammate engagement and leadership development through coaching, mentoring, performance management, and continuous feedback.
- Ensure maintenance leaders consistently hold teammates accountable to established procedures, standards, and expectations.
- Partner with Human Resources and Operations Leadership to address behavioral concerns, attendance, communication issues, and performance gaps.
- Promote a proactive maintenance culture focused on reliability, planning, and continuous improvement instead of reactive firefighting.
- Develop clear expectations and standardized work practices for maintenance execution, troubleshooting, documentation, and PM completion.

### **Maintenance & Reliability Leadership**

- Lead all maintenance and reliability activities in support of plant safety, quality, production, environmental compliance, and operational efficiency.
- Implement and sustain TPM (Total Productive Maintenance), reliability-centered maintenance practices, and continuous improvement initiatives.
- Drive preventive and predictive maintenance strategies to improve equipment uptime, reduce breakdowns, and extend asset life.
- Oversee maintenance planning and scheduling activities, including outage coordination and shutdown planning.

- Ensure accurate work order management, PM documentation, and CMMS utilization to support data-driven maintenance decisions.
- Analyze maintenance performance metrics and equipment failures to identify root causes and implement corrective actions.
- Support and improve maintenance processes involving work execution, troubleshooting, spare parts management, and asset reliability.

## **Industrial Electrical & Technical Responsibilities**

- Provide leadership and technical guidance related to industrial electrical systems, controls, automation, PLC systems, drives, motors, instrumentation, and troubleshooting activities.
- Support maintenance teams in diagnosing complex electrical and mechanical equipment failures.
- Ensure electrical maintenance activities comply with all applicable safety standards, lockout/tagout procedures, and regulatory requirements.
- Partner with engineering and technical resources to improve machine performance, equipment reliability, and process stability.
- Assist in developing technical skills sets within the maintenance department to support long-term operational needs.
- Support continuous improvement initiatives related to machine efficiency, downtime reduction, and process optimization.

## **Operational & Strategic Responsibilities**

- Direct responsibility for maintenance department budgeting, cost control, labor utilization, and resource planning.
- Maintain compliance with company policies, environmental regulations, quality specifications, and safety standards.
- Work closely with Operations and Capital Project Teams to ensure maintenance and reliability expectations are integrated into plant initiatives and projects.
- Establish benchmarks, KPIs, and performance metrics to measure maintenance effectiveness and team performance.
- Drive continuous improvement efforts related to safety performance, maintenance costs, equipment reliability, and operational efficiency.
- Communicate effectively with all levels of the organization regarding maintenance priorities, equipment status, project progress, and departmental initiatives.

## **Requirements**

- Bachelor's Degree in Mechanical Engineering, Electrical Engineering, Industrial Engineering, or related technical field preferred.
- Minimum of 5 years of leadership experience in a manufacturing maintenance environment.
- Minimum of 5 years of experience in industrial maintenance, reliability, electrical systems, or engineering support roles.
- Proven ability to lead, manage, coach, and develop maintenance teammates and frontline leaders.
- Strong background in industrial electrical systems, PLCs, controls, automation, motors, drives, and troubleshooting.
- Demonstrated experience implementing TPM, preventive maintenance, and reliability best practices.
- Experience utilizing CMMS systems and maintenance planning processes.
- Strong problem-solving, organizational, and communication skills.
- Ability to lead within a fast-paced manufacturing environment while balancing technical and people leadership responsibilities.

## Preferred Qualifications

- Experience in aluminum, metals, heavy industrial, or continuous process manufacturing environments.
- Lean Manufacturing and/or Six Sigma experience.
- Advanced TPM and reliability training or certifications.
- Experience leading multi-shift maintenance operations.
- Knowledge of predictive maintenance technologies and reliability-centered maintenance concepts.
- Demonstrated ability to build both tactical and strategic maintenance plans aligned with business objectives.
- Experience improving maintenance culture, accountability systems, and frontline leadership effectiveness.

JW Aluminum is an equal opportunity employer, and all qualified applicants will receive consideration for employment without regard to race, color, religion, age, sex, national origin, disability status, genetics, protected veteran status, sexual orientation, gender identity or expression, or any other characteristic protected by federal, state, or local laws.