

Director of Operations – Fire



Fouts Bros is a family-owned business since 1952 with facilities in Georgia and Texas. Fouts Bros is proud to have become one of the largest and most diverse commercial truck manufacturers in the US. Fouts Bros is committed to developing new commercial vehicles that provide industry-best value, quality, and dependability.

Our company's core values are quality, efficiency, continuous improvement, safety, and teamwork. We believe in conducting business with honesty and transparency, continuously seeking new ways to improve and evolve, fostering relationships with our community and supporting local initiatives, and operating in an environmentally responsible manner to minimize our impact on the planet.

Job Summary:

We are seeking an experienced and dynamic Director of Operations to lead and manage all aspects of production for our multiple line segments. This position will be responsible for ensuring that all scheduling, preassembly, production requirements are met, and that our products meet the highest standards of quality, safety, and compliance. This role requires a strategic and tactical thinker and leader with a deep understanding of manufacturing processes, lean methodologies, quality management systems, and material and resource management.

The position is based at Fouts Bros, Milledgeville, GA.

Key Responsibilities:

- Strategic Leadership: Develop and execute comprehensive operational strategies aligning with the company's objectives, ensuring manufacturing efficiency, cost-effectiveness, and high-quality output.
- Production and Process Optimization: Continuously analyze and refine manufacturing processes to improve productivity, reduce waste, and increase operational efficiency. Implement best practices and innovative methodologies to enhance manufacturing capabilities.
- Resource Management: Oversee resource allocation, including manpower, equipment, and materials, to ensure optimal utilization and production capacity while maintaining cost control.
- Planning and Supply Chain Coordination: Collaborate with the master scheduler, planning, and supply chain teams to ensure a smooth flow of materials and components, minimizing lead times and managing vendor relationships to support production schedules.
- Quality Assurance: Establish and maintain robust quality control and assurance programs to ensure that heavy equipment products adhere to stringent industry standards and customer requirements.
- Health and Safety Compliance: Prioritize a culture of safety, ensuring adherence to all safety protocols and regulatory requirements within the manufacturing facility.
- Performance Management: Set clear performance objectives for production teams and monitor their progress, providing guidance and support to achieve operational targets.
- Lean Manufacturing Expertise: Demonstrated experience in driving Lean manufacturing principles and process optimization initiatives.

- **Budget Management:** Develop and manage the manufacturing budget, ensuring financial efficiency and alignment with company objectives.
- **Reporting and Analysis:** Provide regular performance reports to the executive team, outlining key operational metrics, challenges, and improvement opportunities.
- **Change Management:** Proven ability to lead organizational change and drive a culture of continuous improvement.
- **Analytical Thinking:** Strong analytical and problem-solving abilities, with a data-driven approach to decision-making.
- **Leadership Skills:** Excellent leadership, communication, and interpersonal skills to inspire and lead teams effectively
- **Talent Development:** Nurture a skilled and motivated workforce by fostering a positive work environment, offering training opportunities, and promoting career growth within the organization.
- **Industry Knowledge:** Strong understanding of heavy equipment manufacturing processes, including metal fabrication, welding, machining, assembly, and testing.

Qualifications and Education Requirements

- Bachelor's degree in business. Engineering or Operations Management. (Master's degree preferred).
- Minimum 10 years of production or manufacturing experience, 5 years in operational leadership role (Fire apparatus or custom vehicle manufacturing strong preferred).
- Proficiency in continuous improvement and lean manufacturing methodologies, processes and tools.
- Demonstrated performance management and professional development skills.
- Must be able to communicate effectively with all levels of the organization.
- Must be able to build and lead effective teams.
- Demonstrated analytical and problem-solving skills.
- Proficiency with Microsoft Office.

ABOUT FOUTS BROS:

Fouts Brothers is family owned and operated since 1952 and builds fire apparatus that fight fires in every state in the continental US. With over 400 employees, we are based out of our 700,000 square foot facility in Milledgeville, GA, with a second facility in LaGrange, Texas. As a leading manufacturer of fire apparatus, our associates are dedicated to innovation, safety, and customer satisfaction and have positioned the company as a trusted name in the industry.

Fouts Bros is committed to developing new fire products that provide industry-best value, quality, and dependability. To provide our customers with the best service, specifications, and delivery times available anywhere in America, we design and manufacture a standard line model of fire trucks to meet the needs of every fire station in the country. We build our apparatus to exacting standards and equip each unit that rolls off our line with only the highest quality fire equipment brands on the market.

Our unique recipe of solid base design plus scalable production allows us to create efficiencies in our design and production processes, that means huge cost savings and delivery expediency to our customers nationwide. Fouts Bros customers receive their trucks faster than any other fire apparatus manufacturer can deliver: a typical custom purchase order to delivery lead time is 4-6 months from start to finish, and we almost always have stock units ready to deliver to the right customer in a matter of days.