

JOB POSTING
PLANT MANAGER POSITION
Armor Protective Packaging

Job Summary

Company

Armor Protective Packaging®

Location

Howell, MI

Industry

Corrosion

Management/Packaging;

industries include: Automotive,
Manufacturing, Oil & Gas,
Construction Equipment,
Military, Export, Electronics for
industrial and consumer

Job Type

Full-Time Employee



About the Company

At Armor Protective Packaging®, a 7X Crain's Detroit Business Michigan's Best Places to Work winner, we bear the title of "Eradicators of Rust" with pride. We offer a product line that is specifically designed to keep metal parts rust-free, during shipping, storage and even in-process. ARMOR VCI Nanotechnology™ is the formal name for our "secret recipe" of rust-preventing vapor corrosion inhibitors. We combine our VCI with materials such as paper or poly film to create packaging supplies with the added benefit of rust prevention. When a metal part is wrapped or enclosed in an ARMOR VCI product, the VCIs activate to create a blanket of protection on the surface that repels rust and all its evil intentions. ARMOR sells through a global industrial distribution network to key end users including GM, Ford, BMW, Rolls-Royce, John Deere, Cummins, IBM, Magna, Bosch, Space X, Nissan, Volvo, Stihl and the U.S. Military. All ARMOR products are clean, safe and easy to use. ARMOR was founded in 1979, and our goal is to Take the Work Out of Our Customers' Workday.

About the Job

Essential Duties and responsibilities:

- Lead all day-to-day warehouse operations to ensure production goals are achieved.
- Maintain a safe workplace and enforce all safety policies and procedures.
- Ensure products meet quality standards and meet customer requirements.
- Develop and manage warehouse schedules to meet delivery commitments.
- Monitor key performance indicators (productivity, efficiency, scrap, downtime, on-time delivery).
- Manage warehouse budgets and control operating costs.
- Drive continuous improvement initiatives to reduce waste and improve efficiency.
- Supervise and develop production, maintenance, warehouse, and support personnel.
- Recruit, train, coach, and retain employees.
- Conduct performance reviews and address employee performance issues.
- Promote employee engagement, teamwork, and a positive culture.
- Ensure compliance with environmental, health, and regulatory requirements.
- Oversee preventive maintenance programs and equipment reliability.
- Coordinate inventory levels and material availability with purchasing and supply chain teams.

- Analyze production data and prepare reports for leadership.
- Develop and implement standard operating procedures.
- Investigate and resolve production, quality, safety, and equipment issues.
- Manage capital improvement projects and equipment investments.
- Collaborate with sales, customer service, engineering, finance, and HR departments.
- Lead root cause analysis and corrective action efforts.
- Ensure customer orders are produced and shipped accurately and on time.
- Drive profitability through labor, material, and process improvements.
- Participate in strategic planning and capacity planning activities.
- Serve as the primary operational leader and escalation point for the facility.

Job Knowledge/Skills

- Licensed forklift operator
- Strong leadership and team-building skills.
- Excellent communication and interpersonal skills.
- Knowledge of manufacturing processes and operations management.
- Strong analytical and problem-solving abilities.
- Budgeting and financial management experience.
- Experience with ERP systems and production planning tools.
- Proficiency with Microsoft Office applications.
- Knowledge of Lean Manufacturing and continuous improvement principles.
- Ability to make sound business decisions in a fast-paced environment.

Physical Demands:

- Regular use of forklift which involves climbing in and out forklift.
- Regularly required to stand, bend, reach and move about the facility.
- Regularly required to lift packages weighing an average of 25 pounds; when packages weigh over 50 pounds associates are requested to seek assistance with lifting.

Additional responsibilities:

- Must be flexible; willing to work in various positions throughout the plant.
- Manufacturing and office environment.
- Exposure to noise, machinery, forklifts, and production activities.
- Occasional extended hours may be required to support business needs.
- Occasional travel for training, vendors, customers, or corporate meetings.

Education and/or Experience:

- Bachelor's degree in Manufacturing, Engineering, Operations Management, Business Management, or related field preferred.
- Equivalent combination of education and manufacturing leadership experience may be considered.
- 3+ years of management experience in a manufacturing environment.
- Experience managing supervisors.
- Proven track record of improving safety, quality, productivity, and profitability.

Success Measures for the First Year

- Improve overall plant safety performance.
- Achieve on-time delivery targets.
- Increase production efficiency and throughput.
- Reduce scrap and waste costs.

- Improve employee retention and engagement.
- Establish a culture of accountability and continuous improvement.
- Meet or exceed plant budget and profitability goals.

Key Facts

- ARMOR has been in business since 1979
- 2026 Best and Brightest Company to Work For®
- Forbes™ Magazine recognized ARMOR as a Small Giants award winner in 2020, presented to companies that choose to be great instead of big.
- ARMOR won Crain's Best Places to Work in Michigan award 7X (2017, 2018, 2019, 2021, 2022, 2023, 2024, 2025)
- Recognized as Michigan's Most Engaged Workplace in 2019 through *Michigan Celebrates*
- ARMOR has been awarded INC Magazines Best Workplaces in 2018 and 2019
- ARMOR was honored as a Michigan 50 Companies to Watch Awardee in 2015
- ARMOR products Metal Rescue™ Rust Remover and Dry Coat™ are available in over 10,000 retail stores through our partnership with B'laster Corporation.
- ARMOR has partnerships in over 15 countries serving over 25 countries across the globe
- ARMOR serves over 90% of the Fortune 500™ industrial companies in the world
- ARMOR rust prevention products were featured in the highest grossing film of 2010, Iron Man 2™ by Marvel™

To learn more about the company, be sure to check out some of our marketing:

www.armorvci.com

www.youtube.com/armorprotectivepkg

Please send cover letter and resume to hr@armorvci.com