

1st Shift Production Supervisor

1 Gordon Mills Way, St Johnsbury, VT 05819, USA

Full-time, on-site (M-F; 6AM-2PM)

Starting Rate: \$89,700

Applicants must be legally authorized to work in the United States at the time of employment

Join our team where we accomplish great things TOGETHER.

Allow us to introduce ourselves...

We are a globally active family company whose sustainable and responsible actions contribute to improved living standards. We are an attractive employer with a value-oriented corporate culture based on trust, appreciation and continuous improvement.

Weidmann Electrical Technology has been at the heart of the global transformer industry for over 140 years. With deep rooted knowledge in the design, development and operation of transformers, Weidmann is a leading integrated solutions provider for specialized product and services in the energy sector.

The role...

The Production Supervisor fills a critical position serving as the line facilitator for shop floor activities keeping production on track meeting safety, quality and delivery KPIs. The major responsibilities include production oversight, resolving personnel issues and improving processes. This position will focus on facility safety, quality, customer service, on-time delivery and cost.

How you'll make an impact...

- Ensure Safety, Environmental & Regulatory Compliance: Maintain compliance with OSHA, EPA, ISO 14001, ISO 9001, and local regulations; conduct safety investigations, maintain JSAs, lead audits, and manage corrective actions using Intalex.
- Drive Quality & Continuous Improvement: Enforce QMS standards, maintain manufacturing SOPs/WIs, lead or support customer complaint investigations (CCIs), and ensure products meet quality specifications.
- Lead Production Operations: Understand end-to-end manufacturing processes; guide employees to follow standard work, oversee daily workload, and ensure labor and materials support production schedules.
- Plan, Monitor & Optimize Performance: Identify capacity and manpower risks, communicate schedule changes with Production Planning, monitor SAP inventory transactions, and ensure accurate cycle counts.
- Manage KPIs & Cost Metrics: Communicate site goals, OPEX Pyramid objectives, and cost center KPIs; monitor absorption, OEE, overtime, and labor performance while holding teams accountable.
- Support On-Time Delivery & Cross-Functional Collaboration: Partner with Planning, Shipping, and Quality teams to maintain on-time delivery (OTD) and provide timely production performance data.
- Lead, Develop & Engage Employees: Uphold company values and leadership principles, manage employee relations with HR, conduct performance reviews, and support training, cross-training, and development initiatives.
- Maintain Operational Excellence & Administration: Support Lean initiatives (Kaizen, LSS Yellow Belt), sustain 5S standards, manage timekeeping and payroll approvals in Dayforce, and ensure availability of PPE, tools, and supplies.

What do you bring...

- High School diploma with 3-5 years of supervisory experience in a manufacturing environment.
- Demonstrated ability to lead a team of 25+ employees.
- Proficient in Microsoft Suite; ERP experience (SAP a plus).
- Experience with Lean Six Sigma tools; Yellow Belt certification provided.
- Strong analytical, problem-solving, organizational, and time management skills.
- Proven leadership skills, including conflict management, coaching, and team accountability.

What do we offer?

- Medical insurance with an accompanying health savings account, vision and dental insurance, PTO.
- 401k plan with company match, Company paid basic life and AD&D insurance, STD and LTD.
- Employee assistance program
- Employee referral program
- Additional company programs include: Wellness, clothing allowance, computer loan, and tuition reimbursement