

Operations Manager

Req #1997

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

Job Description

Posted Tuesday, May 5, 2026 at 12:00 AM

Operations Manager

One Gordon Mills Way, St. Johnsbury, VT. 05819

Full-time, onsite

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...

The Weidmann Group of companies is active in some of the world's most vital fields namely energy and medical. Our technology and our knowhow contribute crucial resources to a worldwide market, whether it be leading the global market in transformer electrical insulation, keeping the lights on for billions of consumers, or the delivery of a breakthrough drug through our advanced plastics technologies for medical and pharmaceutical applications.

The role...

Oversee multiple departments through direct leadership of department managers, ensuring safe, efficient, and cost-effective operations. The role requires a strategic, results-oriented leader with deep experience in Lean Six Sigma methodologies, labor planning, budgeting, and succession development. In addition to operational oversight, the Operations Manager will play a key role in community engagement, building strong partnerships with local and regional organizations to enhance the site's reputation and long-term sustainability.

How you'll make an impact...

- Serve as deputy to the General Manager, leading daily site operations and ensuring execution of business strategy.
- Lead by example in a values-driven culture, aligning teams with the company's mission, vision, and values.
- Provide oversight of production, quality, supply chain, engineering, and maintenance to drive alignment and operational performance.
- Own site results across safety, quality, delivery, cost, and productivity metrics.
- Lead workforce planning, labor optimization, budgeting, and cost control to achieve financial targets.
- Drive Lean and continuous improvement initiatives to improve efficiency, quality, and overall performance.
- Develop and mentor department leaders, strengthen succession planning, and build organizational capability.
- Ensure compliance with EHS, OSHA, ISO, and customer requirements while promoting a strong safety-first culture.
- Represent the organization within the local community and support workforce and talent development initiatives.

What do you bring...

- Bachelor's degree in Engineering, Operations Management, Business, or a related field (Master's degree preferred).
- 15+ years of progressive leadership experience in manufacturing operations, including managing multiple departments in a 24/7 production environment.
- Experience working in a make-to-order manufacturing environment.
- Lean Six Sigma certification required (Black Belt strongly preferred) with proven success leading large-scale continuous improvement initiatives.
- Strong financial and operational knowledge, including workforce planning, budgeting, and cost control.
- Demonstrated ability to develop leaders, build succession plans, and lead organizational change.
- Excellent communication skills with the ability to build relationships across all levels of the organization and within the community.
- Executive presence with the ability to serve as a key partner and backup to the General Manager.

What do we offer?

- Medical insurance with an accompanying health savings account, vision and dental insurance, PTO starting your FIRST day
- Annual bonus
- 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
- An award-winning atmosphere! Weidmann was named Best Employer of Champaign County