

Continuous Improvement Manager

Starting rate:\$114,000

1 Gordan 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 know how 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...

- Lead Lean, Six Sigma, and continuous improvement initiatives across the St. Johnsbury, VT manufacturing facility.
- Drive measurable improvements in safety, quality, delivery, and cost performance.
- Support and execute the company's Operational Excellence strategy and global continuous improvement standards.
- Lead cross-functional process optimization and operational improvement projects.
- Implement and standardize continuous improvement tools, methodologies, and best practices across operations.
- Foster a culture of continuous improvement by coaching and engaging employees at all levels of the organization.

How you'll make an impact...

- Partner with operations, engineering, materials, quality, and HR teams to implement and sustain continuous improvement initiatives across the site.
- Serve as a change agent by promoting employee engagement, continuous learning, and a culture of operational excellence.
- Lead Lean initiatives including Kaizen events, value stream mapping, 5S, waste elimination, and standardized Operational Excellence practices.
- Identify and execute improvement opportunities aligned with site goals and corporate strategy using Lean Six Sigma and DMAIC methodologies.
- Establish and monitor project goals, timelines, KPIs, and financial impact, including cost savings, efficiency gains, and quality improvements.
- Build organizational CI capability through training, coaching, visual management tools, process standardization, and sharing best practices across manufacturing sites.

What do you bring...

- Bachelor's degree in Engineering, Operations Management, Industrial Engineering, or related field.
- 10+ years of experience in manufacturing, operations, or industrial engineering, with at least 5 years focused on continuous improvement.
- Deep knowledge of Lean manufacturing and Six Sigma tools (Black Belt certification Required).
- Proven experience leading improvement projects with tangible results.
- Change leadership experience driving adoption and sustainability of Lean Six Sigma and Operational Excellence initiatives across cross-functional manufacturing teams.
- Excellent facilitation, coaching, and communication skills.
- Proficiency in problem-solving tools (DMAIC, A3, 5 Why, Fishbone, etc.).

- Familiarity with ERP systems (SAP preferred) and manufacturing KPIs.
- Travel up to 10%

What do we offer?

- Medical insurance with an accompanying health savings account, vision and dental insurance, PTO starting your FIRST day
- 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