



## Director of Operations

### Company Profile

Atlas Gunworks is an industry leader in the premium handgun market. We've grown rapidly by bringing fresh thinking, higher quality standards, and shorter lead times to a historic industry.

Every Atlas gun is machined from billet aluminum and steel. We combine the art of hand metal working with our state-of-the-art, multi-axis CNC machine shop.

Every Atlas gun is hand built; the team assembles and fits our pistols one at a time. If you're interested in building the best handguns in the world, please see our current job postings..

### Full Job Description

The Director of Operations position oversees the management of all areas of manufacturing to produce Atlas firearms and retail parts and directs activities so that products are manufactured on schedule within quality standards and cost objectives.

Responsible for improving the performance, productivity, efficiency, and profitability of departmental and organizational operations through the provision of effective methods and strategies by taking the lead in setting resource requirements, resource allocation, and control of the manufacturing processes.

Directs and coordinates overall manufacturing operations. Responsible for machining, fabricating, assembling, processing operations, and other ancillary functions required for production. Forecasts, develops, implements, and administers plans for efficient facilities, staffing, and material utilization.

Plays a key strategic role in the overall site leadership team with the accountability to lead team members, colleagues, and strategic partners in implementing change to drive company initiative and performance to exceed annual goals.

This is a highly visible position responsible for the development, management, and execution of production operations and will be accountable for developing and implementing strategies to meet company objectives.

### Essential Duties and Responsibilities:

#### Strategic Activities:

- Assist executive management in the development and formulation of long and short-range planning, policies, procedures, and objectives. Initiate the development and implementation of manufacturing strategic plans and processes.
- Drives the long-range strategic planning process for manufacturing operations by overseeing and managing all manufacturing operations, including manufacturing, production control, inventory control, quality, and manufacturing engineering.
- Develop, monitor, and manage operating level metrics to continuously improve manufacturing. Ensure quality metrics are established, measured, monitored, and appropriate actions are taken to



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meet or exceed company goals. Conduct audits of internal and external suppliers to ensure compliance with company standards.

- Assess the status of the manufacturing facility and equipment against current requirements and growth projections; take necessary actions to maintain and improve facilities and increase overall equipment effectiveness; submit capital expense requests.
- Formulate and recommend manufacturing policies that guide the organization in maintaining and improving the productivity, efficiency throughput, and profitability of the operation.
- Initiate and coordinate major projects (e.g. plant layout changes, installation of capital equipment, major repairs, etc.).
- Responsible for the management of the departmental expenditures and operations budget.
- Assess the number and capability of needed personnel for current requirements and growth projections; forecast personnel requirements into the future; provide developmental training.
- Ensure the purchasing process meets company objectives regarding inventory availability, lead times, scheduling, and quality. While ensuring the purchasing process provides the company with the best value and quality.
- Participate in production variance investigations as well as in productivity and quality improvement projects together with other departments.
- Direct and coordinate various programs essential to manufacturing procedures (e.g. training, safety, preventative maintenance, security, etc.).
- Work with the Operations teams to identify waste and opportunities to improve efficiency within the plants. Responsible for equipment, tooling, and process changes that are enablers for productivity and efficiency projects.

### Tactical Activities:

- Develop processes, strategies, and budgets to meet company goals, especially those related to productivity, on-time delivery, lead time, scrap—reduction, and safety.
- Develop the manufacturing plan and establishes procedures for maintaining high standards of manufacturing operations to ensure that products conform to established customer and company quality standards.
- Achieve optimum employee levels with the appropriate amount of overhead and raw material costs to meet the annual budget.
- Implement and oversee the quality of deliverables and effectively manage the team and day-to-day relationships to ensure exceptional performance.
- Review current and historical data to understand efficiency & capacity, including equipment conditions, maintenance logs, spare parts, and detailed production numbers.
- Partners with operations team members to drive improvements in equipment O.E.E. (Overall Equipment Effectiveness) as well as overall process improvements. Drive improvements in equipment availability, efficiency, and quality.



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- Develop and oversee the preventative maintenance strategy for all factory equipment to maximize performance, minimize downtime, and impact production schedule while driving optimal resource deployment.
- Ensure factory planning aligns with product line future state. This includes Volume/Mix changes, New Product Introduction (NPI) projects, cost-out projects as well as product management long-term product changes. Responsible for creating what-if scenarios related to volume and product line mix changes leading.
- Identify and coordinate the safety training of employees with the department manager. Implement processes and procedures to ensure safety devices and procedures are utilized for the safe operation of all equipment within the company.
- Ensuring timely procurement of all raw materials ordered by each team; managing and revamping procurement protocols.

### Leadership Activities:

- Responsible for promoting and maintaining interdepartmental harmony by demonstrating strong communication and interpersonal skills that foster an environment of trust, respect, and integrity.
- Lead a cultural shift in the organization focused on continuous improvements to move the facility to the next level of operational excellence.
- Build, develop, and manage an operations team capable of executing operations strategies, tactics, and annual plans. Develop and manage direct reports Performance Development Plans that are in support of the business strategy and the individual's continued growth.
- Direct and monitor department managers to accomplish the goals of the manufacturing plan, consistent with established manufacturing and safety procedures.
- Manage through direct report managers all operations associated with logistics and manufacturing management for Atlas products to include: contract negotiations, production, planning/scheduling, inventory control, and product manufacturing/packaging.
- Provide direction and guidance to direct reports in order to meet short and long-term business goals through the procurement, planning, and preparation of master production schedules for Atlas Products, with considerations given to manufacturing capabilities, machine availability, manpower requirements, and outside resources.
- Conducts regular meetings with all immediate direct reports to discuss overall business context, plans, and problems; ensures employees understand how their roles and tasks align with the organization's goals; seeks inputs from staff.

### Preferred Qualifications:

- ***At least 10 years of manufacturing leadership experience in multi-function operations is required, preferably in an advanced manufacturing environment.***
- Experience in relevant field required; Manufacturing or Operations Management in a production setting Preferred.



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- Knowledge and experience in production and manufacturing processes and techniques, raw materials, quality systems and standards, machines and tools, process improvement techniques, and business management principles and practices required.
- Must be able to manage multiple tasks and priorities and easily adapt to changing situations.
- Must be able to define problems, collect data, establish facts, and draw valid conclusions.
- Must be familiar with engineering and technology principles and practices.
- Solid computer skills working with MS Office programs and ERP / MRP systems.
- Must have experience in business and management principles and practices.
- Lean manufacturing and CI training and experience preferred.

### Benefits:

We offer a dynamic work environment and benefits that include:

- Health Insurance
- Vision Insurance
- Dental Insurance
- 401K (with up to 5% match)
- Paid time off
- Referral program
- Employee purchase program
- Onsite Gym & Personal Trainer

\*Must be able to possess a firearm\*

\*\*Salary commensurate with experience\*\*

\*\*\*Only qualified candidates will be contacted\*\*\*

**Please either reply to this posting or email a copy of your Resume, Cover Letter, and Compensation expectations to [Jobs@atlasgunworks.com](mailto:Jobs@atlasgunworks.com)**