



Job Description

Position Title: Plant Maintenance Manager

Reports to: Distillery Operations Manager

Classification: Exempt

Category: Typically, Mondays – Friday. Additional hours as needed/required.

Location: Statesville, NC (Full time, on-site)

To apply, please send **ONE PDF FILE** that includes your cover letter, resume, salary requirements, and three professional references. **PLEASE NAME** the pdf file as follows: **last name first name – Plant Maintenance Manager**.

The file should be emailed to alex.vesely@southerndistilling.com. **No phone calls accepted.**

Position Overview:

The Plant Maintenance Manager will be responsible for overseeing and maintaining all mechanical, electrical, and control systems within our distillery. This role plays a vital part in ensuring the continuous and efficient operation of our production processes, contributing to the quality and consistency of our spirits.

Key Responsibilities:

Equipment Maintenance:

- Oversee and perform routine maintenance and inspections on grain handling, cook, fermentation, distillation, barrel filling, and bottling equipment and machinery to ensure optimal functionality.
- Troubleshoot and diagnose process and/or equipment issues and develop solutions for efficient repairs.
- Schedule and coordinate maintenance activities to minimize production downtime.
- Responsible for implementing and maintaining Preventative Plant Maintenance schedule for all mechanical systems.
- Develop and maintain a robust list of equipment vendors and contractors to support distillery operations.
- Create RFQs and review proposals for all projects as required or necessary. Provide recommendations to Distillery Operations Manager.

Systems Optimization:

- Identify opportunities to optimize mechanical systems for improved efficiency and product quality.
- Collaborate with cross-functional teams to implement improvements and upgrades to distillation and production systems.
- Monitor system performance and provide recommendations for upgrades and enhancements.

Safety and Compliance:

- Ensure that all maintenance activities are carried out in compliance with safety regulations and company policies.
- Develop and maintain safety procedures and protocols for equipment maintenance.
- Stay updated on industry regulations and best practices related to distillery operations.
- Develop and maintain list of all necessary safety equipment and PPE for the Plant Maintenance department. Perform regular inventory and order to minimum threshold as needed.
- Develop a weekly, monthly, quarterly, and annual safety checklist. Provide oversight that the checklists are completed. Document completion of checklists. Rectify any issues and/or make Distillery Operations Manager aware of issues.

Documentation and Reporting:

- Maintain accurate records of maintenance activities, equipment history, and spare parts inventory.
- Generate reports on equipment performance, maintenance schedules, and recommendations for improvements.

Emergency Response:

- Act as a point of contact for emergency maintenance situations and participate in on-call rotation as needed.
- Respond promptly to equipment breakdowns and take appropriate actions to minimize production disruptions.

Personnel Management, Training and Development:

- Hire, train, coach, manage, and provide performance documentation for all team members in the Plant Maintenance department.
- Responsible for the Plant Maintenance team's daily schedule daily to ensure that all project deadlines can be met, PTO coverage occurs, and any other emergency or on-call needs are handled.
- Provide training and guidance to production and maintenance staff and operators on equipment operation and maintenance procedures.
- Stay informed about emerging technologies and industry trends, safety regulations specific to SDC's equipment and environment to facilitate continuous improvement efforts.

Administration:

- Work with Accounting department to build a realistic budget to cover regular annual Plant Maintenance expenses, and recommendations for annual Capital Maintenance/Equipment projects.
- Complete expense and credit card reconciliations within a timely manner and per the company's Travel & Entertainment policy.

Required Qualifications: (including physical/mental requirements)

- Bachelor's degree and 3-5 years' experience in maintenance in a manufacturing/agriculture environment or no college degree and 7+ years of experience in a maintenance/agriculture, preferably within a distillery or similar manufacturing environment.
- Strong knowledge of distillation and production equipment, including boilers, heat exchangers, and pumps.
- Familiarity in PLC programming and control systems.
- Exceptional problem-solving skills and the ability to work well under pressure.
- Excellent communication and interpersonal skills.
- Familiarity with safety regulations and protocols in a manufacturing setting.
- Proficiency in working on a Mac, Google environment, Microsoft Office, and ios.
- Vision sufficient to read standard text, read a computer monitor, and to drive safely.
- Speak and hear sufficiently to communicate clearly and understandably in person and in writing.
- Physically capable of sitting at a computer for long hours and working on feet for several hours at a time.
- Manual dexterity to use hands, arms, shoulders, lift items, etc.
- Ability to lift and transfer at least 100 lbs.
- Valid Driver's License.
- Flexibility to work evenings, weekends, and holidays as needed.
- Prefer a dynamic and entrepreneurial work environment.

Southern Distilling Company is committed to a policy of Equal Employment Opportunity and will not discriminate against an applicant or employee based on race, color, religion, creed, national origin or ancestry, sex, age, physical or mental disability, veteran or military status, genetic information, sexual orientation, marital status, or any other legally recognized protected basis under federal, state, or local law.