

About the Role

We are looking for a Maintenance Manager to lead our maintenance function and ensure the reliability, safety, and performance of our production equipment and facility systems.

This role is critical to keeping operations running efficiently. You'll lead a skilled maintenance team, minimize downtime, and drive continuous improvement across the facility. You'll also partner closely with Production, Quality, Engineering, and Continuous Improvement teams to ensure our equipment supports operational goals and meets food safety and GMP standards.

What You'll Do

Maintenance & Equipment Reliability

- Lead preventive and predictive maintenance programs across all equipment and facility systems
- Drive fast, effective troubleshooting of mechanical, electrical, and automation issues
- Develop maintenance schedules that minimize production disruption
- Maintain accurate records of maintenance activity and equipment history

Team Leadership

- Lead, coach, and develop maintenance technicians and leads
- Prioritize daily work orders and respond to urgent repair needs
- Promote safe work practices and technical skill development
- Support hiring, training, and performance management of the team

Continuous Improvement

- Identify and implement opportunities to improve equipment reliability and reduce downtime
- Lead root cause analysis for equipment failures and recurring issues
- Partner with Engineering and CI teams on upgrades and process improvements
- Support capital projects, including installation and commissioning of new equipment

Safety & Compliance

- Ensure compliance with OSHA, GMP, and food safety standards
- Maintain facility systems including electrical, HVAC, compressed air, and water
- Support internal and external audits
- Reinforce a strong safety culture across the maintenance team

Planning & Budget Management

- Manage maintenance budgets, including parts, contractors, and equipment

- Maintain spare parts inventory and vendor relationships
- Track and improve key metrics such as downtime, work order completion, and equipment reliability

What We're Looking For

- 7–10 years of maintenance experience in a manufacturing environment
- 5+ years of leadership or supervisory experience
- Experience in food manufacturing or other regulated environments preferred
- Strong knowledge of mechanical, electrical, and automation systems
- Experience with preventive maintenance systems or CMMS platforms
- Ability to troubleshoot PLC-controlled equipment preferred
- Knowledge of GMP, OSHA, and food safety standards
- Bachelor's degree in Engineering, Industrial Technology, or related field preferred (or equivalent experience)

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