

Operations Manager

Western Marine Electronics (WESMAR), based in Arlington, WA is a world leader in the design and manufacture of sonar for the commercial fishing industry, and marine equipment for propulsion and stabilization of yachts and commercial marine vessels.

Founded in 1965, WESMAR pioneered technology advances in sonar and radar. WESMAR was the first company to introduce counter rotational dual propeller bow and stern thrusters and introduced significant advances in stabilization technology for yachts and work boats.

Position Overview

Manage overall operations and is responsible for the effective and successful management of labor, productivity, quality control and safety measures as established and set for the VP Operations and President. Ensure safe and efficient operations. Serve as a company representative on regulatory issues. Enhance the operational procedure, systems and principles in the areas of information flow and management, business processes, enhanced management reporting and looks for opportunities to expand systems. Carry out supervisory responsibilities in accordance with company's core values, policies, and applicable laws.

Duties and Responsibilities

- » Directly manage all operations departments including machining, assembly, inventory, purchasing, and quality control to meet company goals and sales projections.
- » Contribute operations information and recommendations to strategic plans and reviews; prepare and complete action plans; implement production, productivity, quality, and customer-service standards; resolve problems; complete audits; identify trends.
- » Forecast requirements; prepare an annual budget; schedule expenditures; analyze variances, identify and initiate corrective actions.
- » Recruit, select, train, assign, schedule, coach, develop and discipline employees.
- » Responsibilities include interviewing, selection and hiring; training new and existing employees; planning, assigning and directing work; authoring and discussing with employee's performance appraisals; addressing employee performance and corrective action plans; employee motivation and rewards.



- » Organizing the operational budget of the company in collaboration with the VP Operations. Develop operations systems by determining product handling and storage requirements; develop, implement, enforce, and evaluate policies and procedures; develop processes for receiving product, equipment utilization, inventory management and shipping.
- » Analyze process workflow, employee and space requirements and equipment layout; implement changes as required to achieve company goals and revenue objectives.
- » Maintain safe and healthy work environment by establishing, following and enforcing standards and procedures; complying with legal regulations.
- » Communicate customer issues with operations team and devise ways of improving the customer experience, including resolving problems and complaints.
- » Lead by example to reinforce Company Core Values and drive desired company culture.

Requirements, Qualifications and Experience

To perform this job successfully, an individual must be able to perform each essential duty satisfactorily. The requirements listed below are representative of the knowledge, skill, and/or ability required. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

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| » Leadership | » Planning and Organizing |
| » Conflict Management | » Communication Skills |
| » Business Negotiation | » Persuasiveness |
| » Organization | » Influencing and Leading |
| » Decision-Making | » Delegation |
| » People Management | » Teamwork |
| » Dependable | » Negotiation |
| » Reporting Skills | » Adaptability |
| » Deadline-Oriented | » Stress Tolerance |
| » Budget Development | » Proficiency with Microsoft Word, Excel and Outlook |
| » Critical Thinking and Problem-Solving Skills | |



Educational Requirements

Requires a bachelor's degree in area of specialty and 10 years of experience in the field or in a related area. Familiar with a variety of the field's concepts, best manufacturing practices and procedures. Familiarity with Quality Management Systems such as ISO 9000. Rely on extensive experience and judgment to plan and accomplish goals. Perform a variety of tasks. Lead and direct the work of others. A wide degree of creativity and latitude is expected.

Work Environment and Physical Demands

- » Capable of lifting and/or moving objects up to 25 pounds
- » Frequently reach with hands and fingers
- » Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions
- » Varied environment including a standard office environment with desktop business equipment and frequent telephone calls
- » Noise level is moderate
- » Employee is regularly required to sit for long period of time and move to various locations
- » Frequent communication may be required

Compensation and Benefits

- » Compensation dependent upon experience
- » Medical / Dental / Vision / Life
- » 401k Plan
- » Optional additional life insurance
- » Paid Holidays / Vacation
- » Employee Recognition Programs

