

SPIRITUS SYSTEMS

Spiritus Systems is a rapidly growing, veteran-owned small business manufacturing tactical nylon gear in Aberdeen, NC.

POSITION

PRODUCTION MANAGER

JOB SUMMARY

The Production Manager is the senior manufacturing leader responsible for disciplined execution of all production operations across the facility. This role oversees all production departments and drives operational excellence through LEAN methodology, 5S, standardized work, and data-driven decision-making. The position demands strong leadership, deep understanding of mixed-model manufacturing environments, and a commitment to continuous improvement. Success in this role is measured by the team's ability to meet or exceed targets in safety, quality, delivery, and cost, while continuously developing a performance-driven culture and increasing throughput and efficiency.

RESPONSIBILITIES

- Support, report to, and be directed by the Operations Director in his/her duties.
- Execute and enforce the daily production schedule across all production departments, including Cutting/Kitting, Sewing, and Quality Control, by directing department leads, verifying progress against plan, and removing barriers to maintain pace, quality, and flow.
- Direct workflow across the plant floor to ensure schedule adherence, takt time compliance, and optimal throughput.
- Lead daily floor meetings and assess production status using real-time metrics to align teams, escalate issues, and maintain safety, quality, delivery, and cost standards.
- Enforce LEAN manufacturing principles, including standardized work, 5S, visual control, and waste elimination.
- Translate strategic directives from the Operations Director into clear, actionable production plans.
- Coordinate with Warehousing and Procurement to ensure material availability, staging, and replenishment aligns with schedule requirements.
- Collaborate with Quality, Engineering, and New Products Development to launch new products into production with reliable, efficient, and scalable processes.
- Monitor capacity, identify constraints, and make day-to-day scheduling adjustments using ERP and advanced planning tools.
- Develop, manage, and oversee policies and procedures for any/all departmental needs.
- Assists in hiring, on-boarding, training, and mentoring staff on appropriate equipment, processes, and products.

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- Evaluates staff on job performance to provide professional development and corrective action feedback in conjunction with Human Resources and the Executive team.
- Evaluates efficiency through methods that may include workflow, workstation organization, and time management.
- Initiate, manage, and execute process improvement initiatives in conjunction with the Quality Manager and other management staff in the development of Quality Assurance and Quality Control policies, procedures, and documentation.
- Enforce all company policies regarding supporting staff.
- Act as a major contributor to software management projects that the company embarks on.

REQUIRED QUALIFICATIONS

- Full-time, on-site position.
- 5+ years' experience leading mixed-model manufacturing production floor.
- Knowledge and experience executing LEAN and 5S principles of manufacturing.
- Full competency of Microsoft Office Suite, such as but not limited to, Word, Excel, PowerPoint, and/or Teams.
- Experience in a daily floor presence leadership role, actively engaging with teams and operations.
- Driven by a strong sense of curiosity and a desire for continuous improvement.
- May be required to travel for trade shows, training events, industry or company events, and/or contract manufacturers.
- May be required to work overtime and/or extended hours depending on business needs.
- Physical requirements may include sitting, standing, walking, lifting up to 50 pounds, bending, and kneeling for up to and including 8 hours.
- Vision to view printed and electronic text and graphics.
- Ability to access information on computers, tablets, and electronics.
- Ability to handle and manipulate items with hands and/or fingers up to and including 8 hours.

PREFERRED QUALIFICATIONS

- Prior experience with ERP and/or MRP software programs, such as Microsoft Dynamics Business Central.
- Experience leading manufacturing operations with advanced scheduling software.
- Prior experience navigating HRIS systems with managing staff, such as ADP.
- Prior experience with Microsoft PowerBI and/or CoPilot.
- Experience in cut-and-sew manufacturing operations.

SPIRITUS SYSTEMS

WHAT WE OFFER

Health, Dental, Vision & Supplemental Insurance Available after 90 days

401K Available after 1 year

Growth & Professional Development

Unique Work Environment

Competitive Pay

Paid Time Off and Holidays

Spiritus Systems is an equal opportunity employer. All qualified applicants will receive consideration for employment without regard to race, color, religion, sex, disability, age, sexual orientation, gender identity, national origin, veteran status, genetic information, and other protected classes.

As part of its commitment to the full inclusion of qualified individuals, Spiritus Systems provides access, equal opportunity, and reasonable accommodations for applicants and employees with disabilities. If reasonable accommodation is needed to participate in the job application or interview process, please contact the HR Department at (910) 637-0196.