
GENERAL MANAGER

Kanyon Manufacturing — *World Class Manufacturing · Weyauwega, WI*

LOCATION *Weyauwega, WI — on-site*

TYPE Full-Time, Salaried (Exempt)

REPORTS TO Chief Executive Officer

WHO WE ARE

Kanyon Manufacturing is a growing platform of Midwest manufacturers — custom metal castings and machining in Wisconsin, custom thermoplastic injection molding in Minnesota, and custom manipulator assemblies in Minnesota. We acquire good industrial businesses and build them into something stronger, from design and tooling through production and distribution.

This is not a caretaker role. We are building something, and the Weyauwega shop is the production engine behind it. We need a General Manager who wants to own the floor, not just the report that describes it.

THE ROLE

We are looking for a General Manager to run World Class Manufacturing, our CNC machining and metal fabrication facility in Weyauwega, WI: the schedule, the quality, the people, and the P&L, day in and day out.

Your job is to run a high-mix, low-volume CNC machining and fabrication shop that hits its ship dates, holds its quality standard, and turns a real margin, and to build a team and a set of systems that keep doing it whether or not you're standing on the floor.

Stop here for a second. When a machine goes down mid-run and a customer's ship date is on the line, what happens in you? If you feel the pull to be on the floor within minutes, working the problem until parts are moving again, and you would never leave that for someone else, keep reading. If the shop floor sounds like someone else's job, this isn't your seat.

This is a builder's role, not a caretaker's. But it is a builder who plans the work before he runs it, checks his own numbers, and makes the operation hold. You are not here to reinvent how metal gets cut. You are here to run a standard, disciplined shop, and run it clean.

HOW YOU OPERATE

You lead from the floor. You know what's actually happening in the shop, not just what the report says is happening.

You build systems that hold. A schedule that reflects reality. A quality process that catches problems before the customer does. Standards that hold whether or not you are in the building.

You finish. The job ships on time, on spec, no drama. You do not let a bottleneck sit, and you do not let a ship date slide.

You read what the floor is really saying. You can tell a machine that is about to go down from one that just needs an adjustment, and a schedule that is tight from one that is about to break.

You bring stability, not churn. You measure twice. You want the plan before the move. You will not trade the correct answer for the clever one.

You lead through reliable, on-time output, not noise. You hold the line on quality and safety without turning it into a fight.

WHAT YOU'LL OWN

OPERATIONS & PRODUCTION

- Own day-to-day operations across CNC machining, metal fabrication, and finishing: scheduling, capacity planning, and on-time delivery for a high-mix, low-volume job shop.
- Drive throughput and utilization on CNC turning and milling centers, welding and fabrication cells, and finishing operations, balancing quick-turn work against longer production runs.
- Own the production schedule and flag real constraints to sales, quoting, and the CEO before they become missed ship dates.

QUALITY & SAFETY

- Own the quality system: first article inspection, in-process checks, and nonconformance and corrective action, keeping the shop audit-ready to customer and industry quality standards.
- Build and maintain a safety-first culture on the floor; own OSHA compliance, incident investigation, and near-miss reporting.
- Hold the line on process discipline, tolerances, and print requirements. Scrap does not ship as good parts.

PEOPLE & WORKFORCE

- Recruit, develop, and retain skilled machinists, fabricators, and shift supervisors in a tight market for trades talent.
- Own shift coverage, cross-training, and succession planning, so the shop does not depend on any single person's knowledge.
- Set the tone on the floor: direct, fair, accountable leadership that earns trust from operators and pushes them to get better.

COST, CAPACITY & MARGIN

- Own the plant P&L: labor, materials, scrap, overhead, and throughput, and know where every dollar of margin comes from and where it leaks.
- Partner with quoting and estimating so the shop can actually run what gets sold, and the price reflects the true cost to make it.
- Bring discipline to raw material planning, work-in-process, and vendor performance, including outside processing such as plating, heat treat, and coating.
- Plan and justify capital investment: new CNC equipment, tooling, fixturing, and automation that improves capacity or margin.

CUSTOMER & GROWTH

- Own the customer relationship on the floor: on-time delivery, quality performance, and responsiveness when something goes sideways.

- Support new program launches and quoting on complex or first-article work, and integrate new business, including acquisitions, onto the plant's systems and standards.
- Feed real production data into the operating rhythm, scorecards, and weekly metrics, so decisions are made on facts, not gut feel.

WHAT SUCCESS LOOKS LIKE

- On-time delivery is consistently strong, and customers trust World Class Manufacturing to hit the date.
- Quality is built in, not inspected in. Scrap and rework trend down.
- The shop runs safely, and incident rates trend toward zero.
- Machine and labor utilization are up, and the shop knows its true cost to make every job.
- The team is stable, cross-trained, and capable of running strong whether or not the GM is in the building.
- Margin improves job over job, and leadership can see exactly why.

WHAT WE'RE LOOKING FOR

MUST-HAVES

- Proven General Manager, Plant Manager, or Operations Manager experience in a CNC machining and/or metal fabrication environment.
- Hands-on knowledge of CNC turning and milling, fabrication, welding, or related metal-forming processes, and how a high-mix, low-volume job shop actually runs.
- Track record owning a plant P&L: labor, materials, overhead, and margin.
- Experience building or running a quality system in a tightly tolerated, customer-driven manufacturing environment.
- Strong safety leadership and working knowledge of OSHA requirements.
- Demonstrated ability to lead, develop, and retain a skilled trades workforce.
- Comfortable with ERP/MRP systems and using data to run the floor.

NICE-TO-HAVES

- Experience in a platform, holding-company, or private-equity-backed environment.
- Background in custom, engineer-to-order, or job-shop manufacturing.
- Lean manufacturing, Six Sigma, or continuous improvement training, with a track record of applying it on the floor.
- Experience integrating an acquired business onto shared systems and standards.
- Familiarity with a structured operating system (e.g., EOS).
- Formal safety certification (e.g., OSHA 30) and a track record of driving incident rates down.
- Using modern tools and AI to work smarter, measured by results, not usage.

YOU'LL THRIVE HERE IF YOU

- Walk the floor first and the spreadsheet second, and move comfortably between both.

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- Take ownership of a problem the moment you see it, instead of waiting for it to become someone else's.
 - Build systems and people, not just output, and want the shop to run well whether or not you are standing in it.
 - Want the plan before the move, and will not trade the correct answer for the clever one.
 - Can read a print, a schedule, and a P&L, and know how they connect.

THIS ISN'T THE RIGHT SEAT IF YOU

- Want to run the business from an office and only visit the floor when something breaks.
- Treat on-time delivery or quality as approximately good enough.
- Need the systems already built before you can be effective.
- Lead by volume and pep talks rather than reliable, accurate work.
- Lose interest once the operation is running smoothly.

WHY THIS ROLE

- You run a real, growing manufacturing business, not a caretaker seat.
- Direct line to the CEO; your decisions on the floor drive the numbers the platform reports.
- Real momentum: a growing platform with acquisitions in motion, not a turnaround.
- Culture is not a slogan here. We hire, evaluate, and develop people on Grit, Humble Confidence, Positivity, and Hunger.

OUR CORE VALUES

Grit — Find a way. Embrace the suck. Don't give up when the path is hard.

Humbly Confident — Give honest feedback. Operate without ego. Stay vulnerable. Know your stuff.

Positive — Bring energy. Stay solution-oriented. Make the best of everything.

Hungry — Pursue exceptionalism. Walk with purpose. Choose discipline over comfort.

COMPENSATION & BENEFITS

Salary range: *\$150,000 – \$175,000 base plus performance bonus*

- Eligible for Kanyon Manufacturing's standard benefits, including health, dental, and vision insurance.
- 401(k) retirement plan with a company match of up to 1.5% of eligible compensation.
- Benefits are effective the first day of the month following 30 days of employment.