



**Client:** Tivoly

**Tivoly Website:** [tivoly.com](http://tivoly.com)

**Position Title:** Operations Manager

**Location:** Derby Line, Vermont

Tivoly is an international, family-owned manufacturer of cutting tools. Tivoly, Inc. is located in Derby Line, VT and is among the leaders of high-speed steel taps in the United States.

**Position Overview:**

Tivoly is looking to hire an Operations Manager to join their highly performing executive team. The Operations Manager is a pivotal role that requires a proven leader, educator, and communicator who thrives on rolling up their sleeves and driving performance improvements throughout the entire manufacturing process. This individual must be able to demonstrate strong leadership skills, share a passion for our mission, and direct daily operations to include management, production, budget oversight, team leadership, time and resource planning, safety, maintenance, and production logistics. The Operations Manager must consistently demonstrate the highest degree of integrity, ethical conduct, and trustworthiness in a fast-paced manufacturing environment. The ideal candidate is experienced in reducing production cycles and improving efficiencies so Tivoly Inc. continues to lead the US Tap Manufacturing industry. It is expected that this role will take on managing Maintenance, Engineering, and Quality within 24 months.

**Essential Duties and Responsibilities:**

- Active member of the Executive Team responsible for developing and executing Tivoly's mission, vision, values, and culture
- Uses technology, data, business analysis and develop strategies to enhance effectiveness, improve efficiencies, and margins
- Establishes and maintains the strategic plans for manufacturing covering capacity planning, infrastructure/equipment requirements, cost containment, labor management, and initiatives required for continuous improvements
- Develops and tracks key performance indicators (KPIs)
- Coach, direct, and promote a culture of continuous improvement utilizing Lean principals (Value Stream Mapping, Kaizen, 5S, Standard Work, Line/Cell Design, Single Piece Flow, Materials Flow, Visual Management, Root Cause Problem Solving)
- Drives a commitment to sustainable continuous improvement and oversees budget, staff training and leadership
- Work closely with key leaders within the facility and cross-functional partners on a variety of initiatives that focus on culture, health and safety, training, and development
- Identify training gaps and potential cross training to assure flexibility to the schedule
- Assess the manufacturing and shipping team's development and training needs and partner with HR and Production Supervisors to formalize the development of all team members
- Focus on driving financial results by identifying inefficiencies and correcting them
- Partner with the Labor representative (HR) and CEO in terms of hiring, discipline, transfer, and Union related actions
- Ensures safety rules are strictly observed & safety training is regularly scheduled, conducted & documented, correct unsafe practices or conditions without delay, promote safety awareness of

employees and create a mechanism in which the supervisors are actively participating and held accountable

- Participate in customer calls to build relationships and better understand their needs
- Promote quality awareness and scrap reduction.
- Helps create and administer COVID-19 workplace health and safety practices

**Qualifications, Education, and Experience:**

- Bachelor's Degree (Engineer Mechanical or Business Management or related field of study / Master's Degree preferred)
- 10 years' experience in Manufacturing operation management with successful implementation of lean projects & organizing operation. Utilizes best practice and able to build the "Tivoly Way"
- Lean Six Sigma Black Belt certification would be ideal but not required
- Prior experience with unions is a plus
- Communication and leadership skills: Set-up priorities, engage people, follow-through, able to be hands on.
- Understand manufacturing cost (Standard Cost) & basic finance.
- Experience with ERP systems.
- Experience in MS Office package and proficiency in Excel.
- Good interpersonal and relationship-building skills
- Excellent time management skills and the ability to prioritize multiple projects simultaneously

*Gallagher, Flynn, & Company, LLP has been retained to conduct this search. Interested candidates may apply by sending a resume and cover letter to Shane Capron and Michelle Rawls of Gallagher Flynn's HR Consulting team at [talentsolutions@gfc.com](mailto:talentsolutions@gfc.com). While we appreciate all interest in this opportunity, only candidates most closely aligned with our search will be contacted.*

*Disclaimer: What's listed above represents the responsibilities of the position but is not meant to be an exhaustive list. Responsibilities may change during employment at the company's discretion. Gallagher, Flynn and Company and Tivoly do not discriminate in employment based on race, color, religion, sex (including pregnancy and gender identity), national origin, political affiliation, sexual orientation, marital status, disability, genetic information, age, membership in an employee organization, retaliation, parental status, military service, or other non-merit factors.*