



Job Description

Position: Director of Operations

Reporting: Reports directly to the President

Purpose: To provide leadership and guidance necessary to manage Barnsco's day to day operations of multiple locations including Inventory Control, Dispatch, Service Centers, Branch Operations and Post-Tension, Rebar Fabrication/Production. The Director of Operations will build and maintain highly functional departments with strong departmental leadership. This person is directly or indirectly responsible for mentoring, coaching and staffing the various operational departments. As Operations leader this position will organize and schedule Operations activities to enable Barnsco to provide the highest level of customer service to both internal and external customers. The Director of Operations is responsible for the safety of all operational personnel and facilities as well as the maintenance of a clean, safe working environment. The Director of Operations must be a strong problem solver with excellent organizational skills and possess the ability to prioritize daily activities and meet deadlines.

Duties and Responsibilities:

- Demonstrate Leadership consistent with the Barnsco Core Values
 - We are predictably excellent for our partners
 - We value our people and work as a team
 - We win with integrity
 - We are focused on growth
 - We will get better every day
- Provide guidance and mentoring to ensure that the Operations Departments provide the highest level of customer service and support
- Oversee the productivity and work quality of the Operational departments to ensure efficiency, accuracy and timeliness
- Assist in establishing annual Operations' operating budgets
- Participate in weekly Barnsco Texas Level 10 Meetings with President, Director of Sales and Director of Accounting
- Lead weekly Level 10 meetings with Operations Department Leaders
- Conduct regular One to One meetings with Operations Department Leaders
- Manage the mentoring and coaching of Operations Department Leaders, driving accountability and continuous improvement within the department and applying discipline with guidance of HR department
- Manage interviewing and hiring of Departmental Leaders as required and participate One Level Down for interviewing and placing departmental personnel
- Interface and cooperate with Sales and Customer Service leadership to support customer satisfaction and increased profit

- Manage the maintenance of a clean, safe workplace and demand prompt reporting of all incidents to Safety Personnel and HR
- Responsible for replacing and maintaining Barnsco Operational assets including rolling fleet, rental fleet and production equipment
- Responsible for building maintenance and repairs for all Barnsco Texas facilities
- Review and approve all invoices from vendors as required
- Keep abreast of industry information and regulation to promote innovation and compliance
- Cultivate a work environment that prioritizes safety
- Provide reports as requested by management
- Perform other duties as required by President

Required Education & Experience:

- 10+ years of management experience in the construction material, fabrication, and/or distribution/manufacturing fields
- 5s, Lean, or Six Sigma experience (preferred)
- Excellent verbal and written communication skills
- Exceptional organizational skills with attention to detail and the ability to prioritize multiple tasks
- Must be proactive, detail-oriented, and self-motivated
- Business Degree (preferred)
- Strong systems person
- Innovative thinker
- Servant Leader
- Engaged with the community
- Bilingual – English/Spanish (preferred)

Barnsco Texas, a member of the Kodiak Building Partners family, has been serving the concrete construction markets in Texas since 1984. We are a Texas-based company that offers rebar fabrication, full service post-tension, concrete construction supplies, and engineering services. Additionally, we provide equipment sales, rentals, and maintenance services.

At Barnsco Texas, our core values are at the heart of everything we do. We provide a unique environment that encourages individual growth and recognizes individual performance and hard work. Our management team is visible and accessible, ensuring effective communication. If you are seeking growth opportunities in a stable company, look no further than Barnsco Texas.

Please note that this job description does not imply that the listed duties are the only responsibilities of the employee(s) in this position. Employees will be expected to follow any other job-related instructions and perform any additional job-related duties as assigned by authorized personnel.

Barnsco Texas is an equal opportunity employer. We consider all candidates for employment, regardless of their race, color, sex, age, national origin, creed, disability, marital status, sexual orientation, or political affiliation.