



Job Description

Position: Operations Manager

Reporting: Reports directly to the Director of Operations

Purpose: Provide leadership and oversight for BarnSCO's daily branch operations, including Inventory Control, Dispatch, Service Centers, and Rebar Fabrication/Production. The Operations Manager will develop and maintain efficient departments supported by strong leadership. This role involves mentoring, coaching, and staffing within various operational areas. The Operations Manager will coordinate and schedule activities to ensure BarnSCO delivers exceptional customer service to both internal and external clients. Additionally, the position is responsible for ensuring the safety of all operational personnel and facilities, as well as maintaining a clean and safe work environment. The successful candidate must be a proactive problem solver with excellent organizational skills, capable of prioritizing daily tasks and meeting deadlines effectively.

Key Responsibilities:

- **Lead by Example:** Consistently demonstrate and uphold BarnSCO's Core Values through actions, decision-making, and leadership.
- **Customer-Centric Leadership:** Mentor and support all branch departments to deliver best-in-class service that exceed customer expectations.
- **Operational Excellence:** Oversee daily operations to ensure accuracy, timeliness, and productivity across all departments.
- **Strategic Planning:** Assist in the development and execution of annual branch budgets and performance targets.
- **Executive Collaboration:** Actively participate in company-wide Level 10 meetings with senior leadership and contribute to cross-branch alignment.
- **Departmental Oversight:** Facilitate monthly operations leadership meetings and hold regular one-on-one sessions with departmental managers to reinforce performance and accountability.
- **Talent Development:** Coach and mentor operations leaders; manage performance, provide discipline when needed (in partnership with HR), and ensure development of high-performing teams.
- **Recruitment Leadership:** Oversee hiring of department leadership and participate in staffing decisions at all levels within operations.
- **Cross-Functional Alignment:** Collaborate closely with Sales and Customer Service leadership to align operations with customer satisfaction and profitability goals.
- **Facility & Asset Management:** Ensure branch facilities, rolling fleet, production equipment, and all fixed assets are properly maintained and operational.
- **Safety & Compliance:** Champion a culture of safety, maintain a clean and hazard-free environment, and ensure all incidents are promptly reported.
- **Vendor & Budget Management:** Review and approve vendor invoices; ensure operational spending aligns with branch budget goals.

- **Continuous Improvement:** Stay current on industry trends, technologies, and regulations to drive innovation, compliance, and continuous improvement.
 - **Reporting & Metrics:** Provide timely operational reports to executive leadership and ensure key performance indicators are met or exceeded.
 - **Other Duties:** Support additional tasks and initiatives as assigned by the Director of Operations.
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Preferred Qualifications & Experience:

- 10+ years' experience in construction materials, manufacturing, fabrication, or distribution
- Strong foundation in Lean Manufacturing, 5S, or Six Sigma principles (preferred)
- Proven leadership in high-performance, customer-focused operations
- Outstanding communication, organizational, and problem-solving skills
- Demonstrated success in driving accountability, innovation, and service quality
- Bachelor's Degree in Business or related field (preferred)
- Proficient in systems and technology with a strong data-driven mindset
- Servant leader who fosters team development and supports the local community
- Bilingual in English and Spanish (preferred)

About Barnsco:

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.