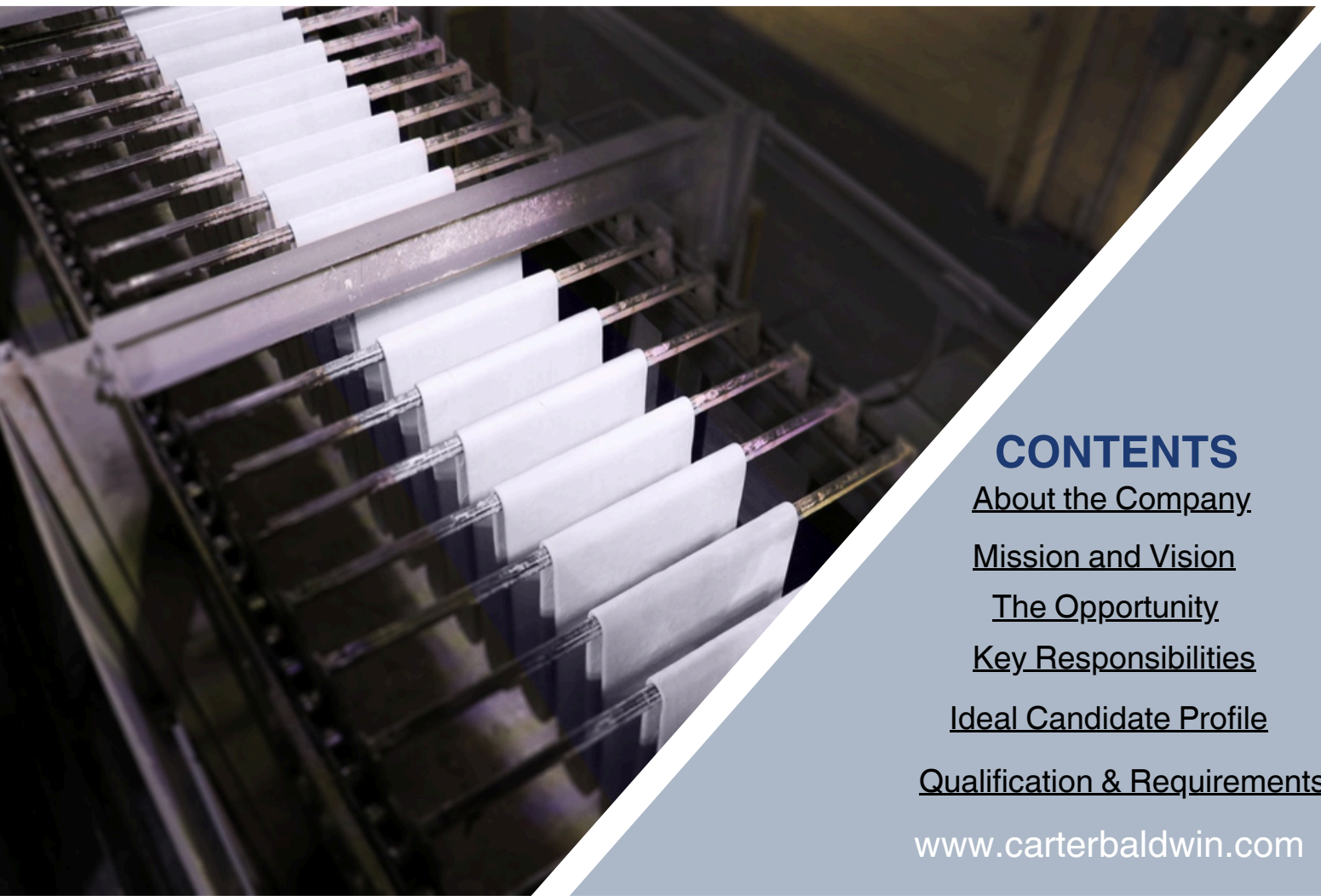
MOUNTVILLE

PLANT MANAGER



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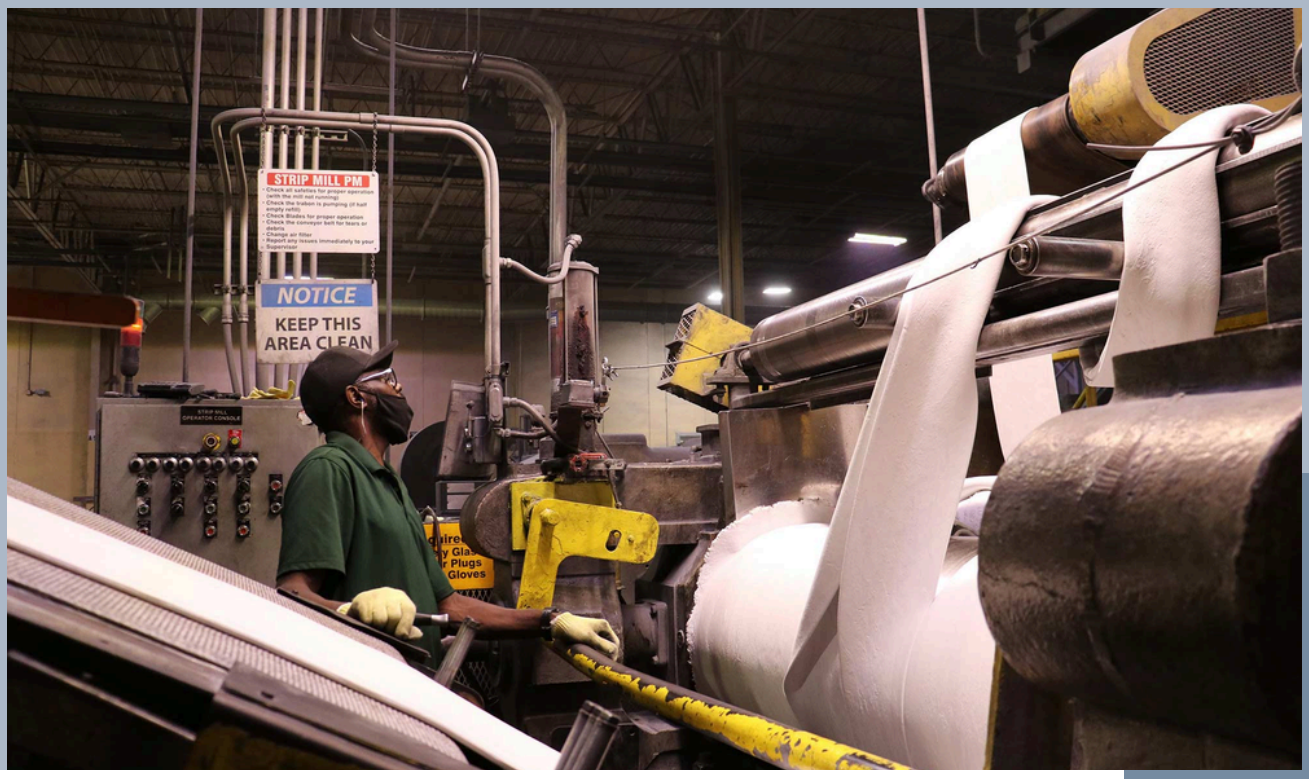
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About the Company

Founded in 1963 and in a newly renovated headquarters in LaGrange, Georgia, Mountville is a leading manufacturer of commercial, residential, and promotional floor mats serving customers across North America. The company operates a multi-site manufacturing footprint and has built its reputation on quality, responsiveness, and long-standing customer relationships.

Today, Mountville is a $300M privately held, family-owned, multi-site mat manufacturer with a strong balance sheet, significant production capacity, a long runway for continued organic growth and capital to help realize growth through acquisition. The business has recently invested heavily in ERP infrastructure (Microsoft Dynamics 365), positioning the company to scale with greater discipline, visibility, and operational rigor.

Mountville's culture is values-driven and pragmatic. Leadership emphasizes character, accountability, and collaboration. The organization is growing, profitable, and committed to building sustainable infrastructure that supports long-term success.



Mission, Vision and Corporate Responsibility

At Mountville, their mission is to lead as the top global supplier of matting products and a premier domestic producer of specialty rubber compounds. They prioritize customer satisfaction through professionalism and continual innovation. Their commitment to honesty and ethical conduct builds and preserves trust with customers, suppliers, and employees alike. Their Why is to create opportunities that elevate those they serve, their people, their customers, their business partners, and their environment. Their “Just Cause” is to protect what matters, their people, their customers, their business partners, and their environment.

At Mountville, there are three principles behind every action taken, every decision made, and every mat made: Do the right thing. Do what is best for the customer. Drive improvements and innovation.

Mountville’s business philosophy prioritizes corporate responsibility through ethical and environmental practices, regulatory compliance, and customer-centric innovation. Their values drive them to always do what’s right and continually enhance their business practices



The Opportunity

Mountville is one of those rare businesses that has scaled without losing its identity. Founded in 1963 just outside LaGrange, Georgia, it has grown into a global leader in industrial matting and specialty rubber compounding, now operating across three continents with roughly $300M in revenue. It is still family-owned, still values-driven, and still grounded in truly serving the customer and the employees. This shows up in how the business is run.

This role sits at the center of the company's next chapter.

Plant One in LaGrange is the flagship. At 250,000 square feet and 300+ people, it is the most critical and complex operation in the network and serves as the home base for the executive team. The frontline team is steady and experienced, but the business has doubled in size recently and needs to move from "gut feel" to more professionalized, data-driven systems.
While keeping customer satisfaction, safety, and quality top of mind, the new Plant Manager will be an 'outside the box' thinker and a key motivator in embracing new and innovative ways to run the facility more efficiently. S/he will be the architect in creating a best-in-class manufacturing function and promoting a winning culture which leverages contemporary business best-practices to achieve growth and expansion goals.

The mandate is straightforward: stabilize and elevate. You will move the operation toward a data-driven environment by fully leveraging a new Microsoft Dynamics 365 ERP system. This is a role for a leader who has a complimentary blend of both grit and polish who can continue the effort to professionalize the plant, while working with and reporting to the COO, Mike Coffing.

Key Responsibilities

- **Orchestrate** day-to-day performance of the flagship facility, focusing on consistent output and throughput. Lead all plant operations including safety, production planning, quality, maintenance, procurement, delivery, inventory/material cost, and resource allocation etc to ensure overall execution.

- **Strive for** 100% on-time delivery and quality. Uncover areas where this can be improved then put in place the procedures necessary to make that a reality.

- **Leverage** the new Dynamics 365 environment to reduce reliance on tribal knowledge and bring technical rigor to the floor.

- **Establish** clear, black-and-white KPIs and dashboards that allow the leadership team to manage the business through data ... driving a culture of accountability and continuous improvement through ongoing employee mentoring that ensures synergies between people and processes.

- **Champion** continuous improvement efforts, introducing more structure around Lean and Kaizen in a growing environment.

- **Develop** the supervisor layer, mentoring them into a more accountable and professionally capable management group. Drive the safety culture throughout the facility and its team.

- **Manage** the plant's financial impact, working closely with the COO to understand how operational decisions hit the P&L.

- **Maintain** high visibility on the floor as a "salt of the earth" leader who solves problems in real-time alongside the team.





Ideal Candidate Profile

The new Plant Manager will be a change agent and analytical with a growth mindset, able to create a vision that inspires and motivates the team at a site ready to be taken to the next level. Additionally, s/he must align with the company culture and values and will have a track record working as a player-coach, who can add value as a strategic leader while also showing the willingness shift from delegation to getting in the weeds on the plant floor as necessary to get things done.

We are looking for someone who is technical enough to master complex manufacturing but humble enough to fit in a low-ego culture. The new Plant Manager should be someone who can communicate as effectively with a shop-floor operator as he/she can with the CEO.

The best fit for this role is a "builder" rather than a "maintainer." Someone who enjoys the process of bringing order to successful environments that have outgrown its current manual processes. This role is perfect for a high-trajectory leader who is genuinely good at what s/he does, is capable to take on more, and wants to work for a stable, high-growth, family-owned business.

Qualification & Requirements

- 10+ years of progressive manufacturing leadership experience, with a clear trajectory of increasing responsibility. Experience in a metrics / data driven environment.
- The ability to establish manufacturing operations and operational plans that systemically deliver cost improvements in productivity, manufacturing yield efficiencies, waste identification, on-time delivery, flow time and inventory turnover.
- Proven success applying Lean/Six Sigma tools and tracking KPI's and metrics to drive productivity.
- Direct experience as a Plant Manager or senior operations leader overseeing a large workforce and a significant P&L.
- Systems fluency, with a track record of using data and ERP systems (ideally Microsoft Dynamics) to drive operational improvements.
- Technical background, with a preference for an engineering degree or equivalent experience in complex manufacturing.
- Proven ability to build teams, reduce turnover, and foster a culture of mutual respect and high performance.
- A cultural awareness and respect for the company's historical successes, the impact of change on its present and an ability to build support and passion for an evolving vision for the future.
- A high business acumen and clear communication style.
- A Bachelor's degree (required), with preference given to those who possess an advanced degree.



Manufacturing Locations



Plant 1
Mat Manufacturing Facility
LaGrange, Georgia,USA
250,000 square feet

Plant 2
Mat Manufacturing Facility
LaGrange, Georgia, USA
185,000 square feet

Plant 3
Rubber Manufacturing Facility
LaGrange, Georgia, USA
32,000 square feet

Plant 4
Rubber Manufacturing Facility
LaGrange, Georgia, USA
84,000 square feet

Plant 5
Mat Manufacturing Facility
Dalton, Georgia, USA
175,000 square feet

Plant 6
Mat Manufacturing Facility
Ronse, Belgium
66,000 square feet

Plant 7
Bar Mat & Dye Sublimation Facility
Caerphilly, United Kingdom
25,000 square feet

Plant 8
Mat Manufacturing Facility
Fleurus, Belgium
40,000 square feet

Plant 9
Rubber & Mat Manufacturing Facility
Middleton, United Kingdom
160,000 square feet

Plant 12
Mat Manufacturing Facility
LaGrange, Georgia, USA

M+A Canada
Distribution Center
Toronto, Ontario, Canada
10,240 square feet



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