MOUNTVILLE



MOUNTVILLE · LAGRANGE, GEORGIA

Director of Enterprise Quality

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ABOUT MOUNTVILLE

Founded in 1963 and headquartered in a newly renovated facility in LaGrange, Georgia, Mountville is a leading manufacturer of commercial, residential, and promotional floor mats serving customers across North America.

Today it is a roughly $300 million privately held, family-owned, multi-site manufacturer with a strong balance sheet, significant production capacity, and a long runway for continued organic growth, backed by capital to pursue growth through acquisition. A recent investment in ERP infrastructure is positioning the company to scale with greater discipline, visibility, and operational rigor.

The culture is values-driven and pragmatic. Leadership emphasizes character, accountability, and collaboration, guided by three principles behind every action taken, every decision made, and every mat made: do the right thing, do what is best for the customer, and drive improvements and innovation.

Mountville's Why is to create opportunities that elevate those they serve: their people, their customers, their business partners, and their environment.

1963
YEAR FOUNDED

$300M+
ANNUAL REVENUE

Multi-Site
MANUFACTURING FOOTPRINT

Family-Owned
OWNERSHIP STRUCTURE



THE OPPORTUNITY

Due to continued enterprise growth, Mountville's leadership team has decided that the timing is right to add a Director of Enterprise Quality. This is one of a small number of new corporate roles created to round out the leadership team building the Mountville Operating System.

Quality at Mountville is not a crisis. Off-quality runs in the 2.5 to 3 percent range of sales, with roughly 1.5 percent of that within operations' direct control. What is missing is not performance but structure. There are no dedicated quality engineers today, and quality is largely a dual-hat responsibility layered onto other roles at each plant, with good practices that vary site to site rather than a standardized, repeatable system deployed across every location.

That gap matters more now than it once did. Mountville is in growth mode, with additional acquisitions on the horizon, and a site-by-site approach to quality will not scale alongside the company. Reporting to COO Michael Coffing, this leader will audit the current state, design and deploy an enterprise quality platform, and then build out the people and processes to support it.

The model is one the company already trusts. An enterprise standard is designed centrally and deployed plant by plant, while each site retains ownership of its people and its numbers. This role carries no authority to shut down equipment or override a plant manager, and it is not meant to. Influence is earned through technical credibility, collaboration, and trust, and the leader who thrives here will prefer it that way.

The opportunity is unusually clean. There is no legacy program to dismantle, no entrenched bureaucracy to unwind, and a leadership team actively building the Mountville Operating System around this work. What the right person builds here will carry the company through its next decade of growth.

> *Build the system, then help plant leadership run it well.*



THE ROLE

The Director of Enterprise Quality will design and deploy an enterprise quality management system, likely leveraging the Quality Management module already available within Mountville's Microsoft Dynamics 365 environment, and roll it out plant by plant. Plants continue to own their quality people and their numbers; this role partners with them when performance varies from standard.

KEY RESPONSIBILITIES

- Audit Mountville's current quality practices across all manufacturing plants to understand what is working, what varies by site, and where the real gaps sit.
- Design and deploy across each site an enterprise quality management system spanning standards, governance, and digital capability, primarily through the Quality Management module within Dynamics 365, supplemented with additional tools where the platform falls short.
- Partner with plants when quality metrics vary from standard, coaching and problem-solving rather than directing, since plants retain ownership of their people and their numbers.
- Build toward a more formal quality function over time, in a company that today relies on dual-hat responsibilities and site-specific best practices rather than dedicated quality engineers.
- Prepare Mountville's quality infrastructure for continued growth, including an upcoming acquisition and further M&A activity, by building a system standardized and repeatable enough to extend to new sites.
- Partner across engineering, supply chain, customer experience, ERP, and plant leadership as a member of the Operations Leadership Team, connecting quality to the company's broader safety, delivery, and cost metrics.

THE IDEAL CANDIDATE



This is a character hire first and a technical hire second. Mountville is looking for someone curious and supportive, who wants to help build rather than assert authority. Deep quality credentials are a must, paired with the temperament to earn influence through credibility and collaboration rather than positional authority.

EXPERIENCE AND QUALIFICATIONS

PROFESSIONAL QUALIFICATIONS

- Seven or more years of progressive experience in quality leadership within a manufacturing or industrial environment, ideally across multiple sites.
- Demonstrated success designing and deploying enterprise quality management systems, including standards, governance, and digital tools.
- Experience with Microsoft Dynamics 365 or a comparable ERP platform, ideally including exposure to a quality management module.
- A track record of improving quality performance in a growth or multi-site environment, including experience supporting acquisition integration.
- Comfort operating without direct authority over the sites and teams whose performance the role is trying to improve.
- Bachelor's degree preferred. Quality certifications such as Six Sigma or ASQ CQE are a plus.

PERSONAL CHARACTERISTICS

- Leads through technical credibility, coaching, and relationships rather than positional authority.
- A genuine culture builder who earns trust through collaboration rather than mandate, and who operates as a strategic partner to plant managers rather than a compliance enforcer.
- Curious and supportive rather than dogmatic, more interested in understanding why a plant does something a certain way than in mandating change on day one.
- Connects daily quality work to the company's broader Operational Excellence strategy, alongside safety, delivery, and cost, and can articulate why it matters.





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