

Module X Solutions

Director of Safety & Quality

Module X Solutions

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ABOUT THE COMPANY

Module X Solutions (MXS) is a leading provider of protective modular building systems serving customers across energy, telecommunications, infrastructure, and industrial markets. The company designs, engineers, and manufactures highly customized solutions that protect critical equipment and operations in demanding environments. Ranked No. 1212 on the 2026 Inc. 5000 list of America's fastest-growing private companies, MXS is experiencing strong demand across its core data center and power grid markets, with continued expansion expected for years to come.

Founded in 2014 by industry pioneer Steve Schoonover, MXS was built on decades of experience in modular construction. Schoonover and his leadership team had previously scaled and sold two major companies in the space, bringing deep expertise and long-standing customer relationships to the platform, along with a strong, people-centered culture. In 2020, David Hadley, co-investor and Vice Chair, stepped in as CEO, expanding capacity, strengthening the team, and securing long-term partnerships with blue-chip customers. In December 2024, Anand Kulkarni was appointed President and CEO to lead MXS into its next chapter.

No. 1212	**700,000+**	**2014**
2026 Inc. 5000	Square-foot manufacturing facility	Founded

MXS operates a 700,000+ square-foot manufacturing facility in Shreveport, Louisiana, capable of designing, fabricating, and integrating complex modular systems under one roof. Its capabilities span steel, concrete, and fully integrated electrical systems, enabling MXS to deliver tailored, end-to-end solutions through a single, coordinated process.



With significant capacity, an experienced leadership team, and strong tailwinds across its core markets, MXS is investing in its people, processes, and infrastructure to meet increasing demand and support the company's continued expansion.

At the center of the company's identity is the "X" in Module X Solutions, the "X factor" that has the greatest impact on its success. For MXS, that factor is its people and the reputation they've built through consistent execution.

The MXS Advantage

MXS differentiates itself through a combination of leadership experience, technical capability, and a fully integrated delivery model.

Management

An industry-leading team with a track record of designing and delivering modular solutions at scale.

Design & Engineering

A fully staffed, in-house team of subject matter experts delivering tailored solutions across energy, telecom, industrial, and government sectors.

Product Capability

The ability to design and manufacture across multiple materials. Including light and heavy gauge steel, concrete, and panelized systems, providing flexibility based on application.

Systems Integration

A climate-controlled integration facility with overhead crane capacity, enabling the incorporation of complex and sensitive equipment into finished modules.

Field Services

End-to-end delivery, including site services and field installation, providing customers with a single, accountable partner from concept through completion.





MXS On Purpose

Module X delivers world-class engineering, modular manufacturing and integrated solutions.

Module X meaningfully improves and elevates the lives of its employees.

Module X makes positive contributions to the greater Shreveport community.

MXS Core Values

Safety First and Last

Our most important responsibility is to make sure that our people go home safely at the end of each day. But we also want this to be about more than physical safety. We want everybody at MXS to feel safe to speak up and to know that you are respected, and you are heard.

All About the Customer

If we put our customers at the center of each of our decisions, we will build a great company.

Excellence

We are asking each of our employees to try to be excellent in their work every day. From the shop floor to the corner office, to the job site, excellence means diligence, care, and pride in your work. Our customers will absolutely see it!

Grit

We work with tenacity and creativity to overcome challenges and meet our commitments.

Solutions-focused

Our customers come to us for solutions, not products. If we take the time to understand their true needs, we will deliver the solutions they are asking us for.

Fair Dealing

We will always encounter the unexpected in dealing with our partners, whether it is a customer change order, an employee personal need, or a vendor challenge. We will protect MXS' interests, but we will always treat our partners with respect and integrity.

Teamwork

We are playing a team game; nobody can satisfy our customers alone. We can only succeed together. Remember, when MXS succeeds, you succeed.



THE OPPORTUNITY

As MXS continues to scale, increasing production volume and project complexity make safety and quality even more critical to protecting its people, serving its customers, and maintaining its reputation for consistent execution. To lead both functions through this next stage of growth, MXS is hiring a Director of Safety & Quality.

This is a build-and-lead role. The Director will take ownership of the safety and quality assurance departments and put lasting systems in place where structure is still taking shape. A central part of the mandate is moving MXS from a quality control model to a quality assurance model, building quality into the process through mistake-proofing and process monitoring, and reducing reliance on end-of-line inspection. On the safety side, the Director will strengthen a culture where every teammate goes home safely, guided by the company's first value, Safety First and Last.

The role also looks ahead. As MXS grows, it may expand into a multi-site operation, and the systems, standards, and leaders this person builds will need to scale with it. Success will require someone who stays in front of the team, is present on the floor every day, sets a high bar, and develops the next generation of leaders as tenured team members approach retirement. The right leader will have real latitude to shape how MXS approaches safety and quality for years to come.



Key Responsibilities

01 Quality Assurance

- Develop the quality assurance strategy and lead the transition from quality control to quality assurance
- Establish and enforce quality standards for raw materials, in-process production, and finished products, including testing methods, inspection procedures, and rework protocols
- Reduce redundant inspection points in favor of mistake-proofing and process monitoring that build quality into the process
- Track and improve quality performance metrics, including defects per unit, escapes, and cost of poor quality
- Oversee internal and external audits and inspections, ensuring compliance with ISO and applicable industry standards
- Partner with production and engineering to integrate quality processes into product development and manufacturing

02 Safety Leadership

- Lead the EHS function with full ownership of teammate health and safety, including PPE compliance, proper job training, and clean, hazard-free work areas
- Develop and execute safety programs that improve safety KPIs and build a lasting culture of safety
- Track and improve safety performance metrics, including TRIR, lost-time injury rate, near-miss reporting, and leading indicators

03 Continuous Improvement & Growth

- Serve as an internal champion for Lean, embedding practical Lean tools and visual management on the floor
- Build safety and quality systems, standards, and infrastructure that can scale with MXS's growth, including a potential future multi-site operation
- Drive continuous improvement initiatives that strengthen operational efficiency, product reliability, and on-time delivery to customers





04 People Leadership

- Build and develop a leadership team that can scale with MXS's growth
- Mentor tenured team members and develop the next generation of leaders as retirements approach
- Promote a culture of open feedback, problem-solving, and trust, where performance and respect go hand in hand
- Serve as a senior member of the operations leadership team, reporting to the VP of Operations
- Be a visible, floor-present leader who stays in front of the team, modeling accountability and MXS's values every day

The Ideal Candidate

Experience

- 10 to 15 years in quality and/or EHS operations leadership
- Experience in heavy industrial manufacturing, complex large format assembly, heavy equipment or industrial contracting, or a related environment
- A track record of leading plant teams of 50 to 100 employees
- Experience embedding Lean tools, visual management, and safety systems on the floor
- Experience building structure, systems, and teams in a growing organization, ideally one that has scaled to multiple sites



Leadership & Presence

- A builder who has put real systems in place where structure was missing and brought order to fast-moving environments
- Leads from the front, with a daily presence on the floor and the ability to engage and align the workforce
- High EQ and high standards, known for coaching teams and making tough calls when needed
- A strong communicator and thoughtful partner to the operations leadership team
- Thrives in fast-paced, high-growth environments and thinks at the enterprise level while staying grounded in the details

Preferred (Not Required)

- Green Belt or Black Belt certification
- Quality-related certifications
- RCCA and/or Six Sigma experience
- Bachelor's degree in a technical field





CONTACT



CarterBaldwin Executive Search is honored to partner with Module X Solutions on the search for its Director of Safety & Quality. Applications, nominations, and confidential inquiries may be directed to the search team.

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