



Fleece Performance Engineering, Inc.  
2400 Commerce Way  
Pittsboro, IN 46167

Fleece Performance Engineering is a leading manufacturer of aftermarket automotive products. With a reputation for innovation, quality, and service, our high-performance products push the limits of diesel technology. Awarded in 2021, 2022, 2024, and 2025 as one of the "Best Places to Work in Indiana", we are seeking motivated individuals who thrive in a rapidly expanding business environment and are dedicated to continuous improvement. As our Machine Shop Operations Manager, you will have a direct impact on the growth and success of the company.

**Employment:** Full-Time

**Salary:** Fleece Performance offers a competitive salary and benefit package that includes Paid Time Off, Paid Holidays, Health and Dental Insurance, Vision Insurance, Life Insurance, Long Term Disability Insurance, and a 401k.

**Location:** Pittsboro, IN

**Position Summary:**

As our Machine Shop Operations Manager, you will utilize your excellent leadership skills to oversee all operations of our machine shop, optimizing production efficiency to meet customer demand, while maintaining quality and safety standards. A high level of technical expertise will be required to develop and improve processes, procedures, tools, and equipment. Exceptional organizational skills are necessary to ensure tooling, fixtures, material, and equipment are properly managed and stored. This position must be proactive, hands-on, and have a continuous improvement mindset that is committed to quality and excellence.

**Position Overview & Essential Duties:**

- Lead and develop a highly skilled team of operators, machinists, and programmers to ensure all personnel are effectively trained, tasked, and supported
- Coordinate with other departments and analyze work orders to create a detailed production schedule
- Identify opportunities to increase efficiency, reduce waste, and remove bottlenecks
- Develop a process for managing and maintaining proper inventory levels of raw materials and tooling
- Ensure all tools are properly maintained in the tool management system and stored securely and properly
- Implement a process for creating set-up sheets and preparing tools, fixtures, and programs for upcoming jobs
- Schedule preventative maintenance and repairs for tools, fixtures, and machines
- Ensure all quality control procedures are followed and work with quality department to develop new procedures as needed
- Maintain an exceptionally clean and orderly production environment
- Identify and address quality issues and initiate corrective actions when necessary
- Monitor and manage production costs, identifying areas for cost reduction
- Provide constructive feedback and timely performance evaluations to team members
- Assist in cost analysis of internal products and quoting of external opportunities
- Stay updated on new technologies and equipment to improve efficiency
- Other duties as assigned.

**Position Expectations:**

- Must be self-motivated and proactive in completing tasks, seeking out solutions to problems
- Must possess excellent communication skills and be able lead team members through proper dialog as well as any additional communication channels.
- Must be able address any conflicts or personnel issues with the aid of HR and Management.
- Must display a positive attitude towards co-workers, customers, and vendors.
- Must be detail oriented with exceptional analytical and problem-solving skills.

**Qualifications:**

- Demonstrated success in a similar role
- Highly professional and dependable.

Please Email Cover Letter and Resume to: [jobs@fleeceperformance.com](mailto:jobs@fleeceperformance.com)