



Maintenance Manager

Crossroads Seamless USA, LLC - Winamac, IN 46996

FLSA Status: Exempt, Group 2

Position Summary

The Maintenance Manager is a key leader responsible for ensuring the reliability, safety, and performance of all production assets across Crossroads Seamless USA's Hot Mill, Cold Drawn, and Quench & Temper facilities. This role provides daily alignment with operations priorities while partnering with the VP of Operations on long-range maintenance strategy, capital planning, and modernization initiatives.

This leader is charged with developing a **highly accountable and responsive workforce** that approaches challenges with a **bias for structured problem solving and decisive action**. Success in this role depends on building a capable maintenance organization, reducing reliance on reactive fixes, and leading projects that improve asset reliability and support business growth.

Key Responsibilities

Leadership & Team Development

- Build, lead, and develop a skilled maintenance organization focused on accountability, responsiveness, and continuous improvement.
- Set clear expectations, provide regular feedback, and coach team members to increase technical capability.
- Foster a culture of ownership, collaboration, and proactive problem solving.

Maintenance Strategy & Execution

- Develop and implement a preventive and predictive maintenance program to reduce unplanned downtime.
- Oversee daily maintenance execution and ensure all work is completed safely, efficiently, and to standard.
- Optimize spare parts inventory, tooling, and resource planning.

Capital Projects & Continuous Improvement

- Lead major maintenance and capital projects from conception to completion, including budgeting and execution.
- Champion structured root cause analysis and continuous improvement initiatives such as TPM, kaizen, and failure mode elimination.

Safety & Compliance

- Enforce safety, environmental, and regulatory compliance in all maintenance activities.
- Support a culture of hazard identification, risk mitigation, and zero-incident performance.



Financial Management

- Develop and manage maintenance budgets, track KPIs, and report on performance.
- Support vendor selection and manage external service provider relationships.

Qualifications

- Bachelor's degree in engineering, maintenance management, or related field preferred.
 - 7+ years of progressive maintenance leadership experience in heavy manufacturing or steel processing.
 - Proven track record leading teams, executing capital projects, and improving asset performance.
 - Strong technical understanding of mechanical, hydraulic, pneumatic, and electrical systems.
 - Experience with CMMS, predictive technologies, and reliability programs preferred.
 - Excellent communication, leadership, and project management skills.
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