



## Plant Manager – Madison Heights, MI

Ionbond is searching for an energetic, hands-on Plant Manager to lead our coating center operations into their next chapter of excellence. This is an exciting opportunity for a proven leader who thrives in a dynamic environment, inspires diverse teams, and is passionate about delivering exceptional results for customers across multiple industries.

As Plant Manager, you will guide a talented group spanning Production, Quality, Sales, Engineering, and Customer Service—building a unified, high-performing team that works together to achieve ambitious goals. You'll champion operational discipline, drive continuous improvement, and shape a culture where people feel empowered to innovate and succeed. From strengthening customer partnerships to elevating process performance, you'll play a pivotal role in transforming Madison Heights into a true center of excellence. If you're motivated by leading change, developing people, and creating a winning environment where quality and service shine, this is your opportunity to make a lasting impact and help write the next success story for Ionbond Madison Heights.

### Ionbond – The Surface Engineers™

Ionbond is a global leader in high-performance surface technologies, helping industries worldwide improve durability, performance, and sustainability. Driven by our belief in "Unleashing the potential everywhere," we combine advanced engineering with a people-focused, international culture to create impact that matters.

#### What defines this job?

- Ensure a culture of safety followed in all aspects of the operation and creates a people-centered environment that fosters teamwork and excellent customer service
- Collaborate with the local management team to achieve and maintain quality and production goals.
- Closely monitors the processing of existing customers to ensure high levels of customer satisfaction
- Manage and support the local maintenance team to ensure maximum uptime of all plant equipment
- P&L responsible; create and monitor financial strategies for the plant including future personnel, equipment, and facility needs.
- Offer technical guidance as necessary as it relates to the facilities production processes
- Work closely with the Sales and Engineering Teams to onboard new customers and coating applications.
- Manages a variety of daily administrative and operational task including 5S program within the facility.
- Coordinates with other company resources as needed
- Provides other hands-on support as apparent

#### What do we ask?

Candidates must have 8-10 years of management experience in an industrial manufacturing environment and hold a bachelor's degree in Engineering, Business Management, or a related field. Experience with Vacuum Coating Technology, Material Science, or Surface Technology is preferred. The ideal candidate will have a proven track record in employee development and leadership, with a hands-on approach to operations management and a willingness to work alongside colleagues on the production floor. The preferred candidate will have strong verbal and written communication skills, with the ability to effectively collaborate with peers, management, and suppliers. Applicants must be authorized to work in the U.S. and successfully pass a criminal background check and physical screening.

#### Interested in this job?

Please upload your resume and optional cover letter to the following site: <https://www.indeed.com/cmp/Ihi-Ionbond-Inc.-1>

For our Privacy Policy for Job Applicants please click [here](#).

#### What do we offer?

Unleashing potential is at the core of our approach. We provide a dynamic environment that opens doors to both international and local growth opportunities, helping you reach your full potential. Here's what you can expect from being part of our team:

- Diverse work environment where we embrace teamwork and innovation that drives us towards new applications and customer service excellence
- Competitive compensation package; salary based on experience and educational credentials
- Medical, Dental, and Vision benefits with affordable premiums and annual deductibles
- Flexible spending accounts (medical, dependent care)
- Life insurance
- Short-term & long-term disability
- Employee assistance program
- Generous Paid Time Off
- Tuition Reimbursement
- International and local growth opportunities
- 401k Safe Harbor Retirement Account plus company match
- Group bonus plan eligibility