



MB SENIOR MANAGER OF MAINTENANCE & ENGINEERING

Position Overview

We are seeking a dynamic, experienced Senior Manager of Maintenance & Engineering to lead maintenance operations and engineering initiatives. This pivotal role involves overseeing all facets of industrial maintenance, facilities management, and engineering projects to ensure optimal equipment performance, safety, and efficiency across our manufacturing facilities. The ideal candidate will demonstrate strong leadership, technical expertise, and a proactive approach to continuous improvement.

Key Responsibilities

Technical Leadership & Problem Solving

- Serve as the technical authority on complex electrical, PLC, mechanical & boiler maintenance issues across all production equipment
- Lead or facilitate root cause analysis (RCA) on critical failures — do not accept symptom-level explanations
- Develop technical standards, repair specifications, and approved methods for recurring failure modes
- Evaluate and challenge findings presented by technicians; distinguish between thorough diagnosis and convenient narratives
- Oversee or participate in major repairs, retrofits, and equipment modifications

Planning, Systems & CMMS

- Own CMMS platform end-to-end: data integrity, PM scheduling, work order discipline, parts inventory management
- Build and enforce preventive & predictive maintenance program across all assets
- Drive the Maintenance Planner to full effectiveness — establish authority, accountability, and organizational follow-through
- Create scheduling cadences/reduce reactive firefighting & increase planned work ratios
- Establish & report leading and lagging maintenance KPIs (OEE, planned vs. reactive ratio)
- Prioritize critical asset repairs, critical spare parts identification and effective follow up

Team Development & Accountability

- Lead, coach, and develop the Maintenance Manager, Maintenance Planner, and skilled technicians. Interview & hire new technicians as necessary.
- Establish clear performance expectations, accountability structures, and skill development plans
- Address the leadership gap in the Maintenance Manager role through direct coaching and structured delegation
- Build a culture where problems surface early, root causes are pursued, and results are owned
- Oversee & support the smaller secondary manufacturing facility, and the heavy equipment and truck shop team (1 technician + helper)
- Efficient management of the maintenance staff overtime

Capital & Asset Strategy

- Lead the development of a multi-year capital plan for aging and critical equipment
- Provide technical justification for repair vs. replace decisions
- Partner with the Plant Manager on production capacity and up-time requirements
- Manage maintenance and CapEx budgets with full accountability for outcomes



M. BOHLKE CORP. SNAPSHOT

M. Bohlke Corp. is a world leader in architectural wood products.

We strive to provide our clients with the finest wood products that nature has to offer. Together, conscientiously and responsibly, we use one of earth's most beautiful resources to enrich the world around us.

Family owned and operated since 1966, we have led the veneer industry in many technological innovations. We are a dynamic, international company known for industry leadership, expertise and our hardworking team environment.

mbvener.com

8375 N. Gilmore Road | Fairfield, OH





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Required Skills

- Proven management experience leading maintenance or engineering teams within manufacturing or industrial environments; Proven track record developing frontline maintenance leaders and technicians, not just managing.
- Strong mechanical knowledge with the ability to read schematics and technical diagrams.
- Extensive experience with programmable logic controllers (PLCs), CMMS software, and industrial automation systems.
- Skilled in supervising complex projects from planning through execution with excellent project management capabilities.
- Fluency in English with effective communication skills for team leadership and cross-department collaboration.
- Demonstrated supervisory experience with a focus on safety protocols, troubleshooting electrical/mechanical issues, and implementing maintenance strategies. Join us as we continue to innovate in veneer manufacturing by maintaining top-tier equipment performance through expert leadership in maintenance & engineering
- Hands-on background in industrial electrical and/or PLC troubleshooting — you can read a ladder diagram, trace a fault, and challenge a technician's diagnosis with your own informed questions
- Mechanical engineering intuition: ability to evaluate critical tolerances, failure mechanisms, and repair specifications on industrial machinery
- Demonstrated experience leading a strong maintenance culture or transformation: taking a reactive maintenance culture to a planned/predictive model
- Experience building or rebuilding a PM/CMMS program from the ground up.

Preferred Candidate Profile

- Background in wood products, paper mill, or heavy industrial & continuous process manufacturing
- Formal reliability engineering training or certification (CMRP, CRE, or equivalent)
- Capital project management experience, and budgeting.
- Industrial maintenance: 3 years (Preferred)
- Maintenance management: 3 years (Preferred)
- CMMS: 2 years (Preferred)
- Programmable logic controllers: 3 years (Preferred)

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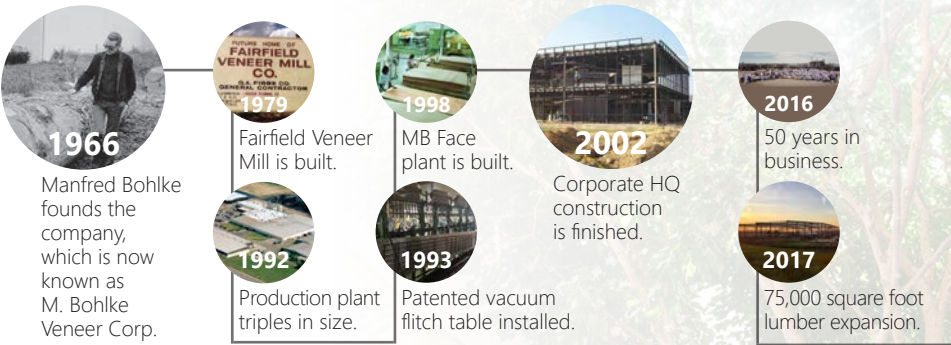


ABOUT M. BOHLKE CORP.

Our Culture

We feel that dedicated people are the key to our success. Through the efforts of our team, M. Bohlke Corp. has become a world leader in the wood industry. Over 50 of our 200+ employees have spent 25+ years with us! Our office is located in Fairfield, OH, just north of Cincinnati.

Our History



Benefits Overview

- Health and dental insurance.
- \$15,000 life insurance policy to the age of 65.
- Matching retirement contributions equal to 50% of the first 6% that an employee contributes, or 3%.
- A Perfect Attendance Bonus for hourly employees.
- Nine paid holidays.

Environmental Responsibility

We have a strong commitment to the preservation and protection of the forests which supply our raw materials. We work with timberland owners to responsibly harvest trees in a selective manner.

Over the years, we have invested, developed and patented technology to produce the most out of veneer quality logs. From our knife grinder to our patented vacuum flitch beds, we have increased yields, allowing us to make the most out of our natural resource.



Proud member of:

Proud supporter of:



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