KING INDUSTRIES
JOB DESCRIPTION
Maintenance Manager

Location- Norwalk, CT (5 Days per week on-site)
King Industries, Inc. is seeking a Maintenance Manager to lead maintenance operations at its Norwalk manufacturing facility. This role is responsible for ensuring safe, reliable and environmentally responsible maintenance practices while overseeing the planning, coordination, scheduling and execution of all maintenance activities.

Key responsibilities include managing all functions of the Maintenance Department, ensuring compliance with Process Safety Management (PSM) requirements, developing and executing maintenance strategies, and overseeing the Inspection, Testing, and Preventive Maintenance (ITPM) and Mechanical Integrity (MI) programs.

The successful candidate will be provided with the training, support, and resources necessary to become fully acclimated to King Industries' processes, equipment, and operations, with an anticipated learning period of six months to one year.

This is a salaried exempt position requiring flexibility in work hours, including availability to work Saturdays and additional hours as needed to support maintenance activities, plant shutdowns, and business demands. A Professional Engineer (PE) license is preferred but not required. Candidates with relevant education and maintenance leadership experience will be considered. This position reports to the Vice President of Operations and Assistant Vice President of Operations.

Skills Required:

- Ability to work on-site 5 days per week in Norwalk, CT.
- Must be available to work Saturdays as needed to support business operations, project deadlines, and departmental objectives.
- Must be able to work and communicate effectively across multiple groups.
- Excellent verbal and written skills.
- Creative problem-solving capabilities.
- Demonstrated knowledge of rotating equipment design, operation, troubleshooting, reliability improvement methodologies, failure analysis, condition monitoring, and predictive maintenance techniques.
- Strong analytical, planning, and organizational skills with the ability to effectively lead and manage a 30–40-person maintenance organization.
- Demonstrated ability to develop employees through coaching, mentoring, performance management, and delegation of responsibilities.
- Ability to ensure maintenance operations are conducted safely, reliably, and in compliance with environmental and regulatory requirements.
- Analytical thinker with a focus on details to effectively manage 30 – 40-person maintenance department.
- Ability to develop subordinates through coaching, counseling, mentoring, and delegation.

Education and Experience Requirements:

- 10-20 years' experience in maintenance operations in chemical manufacturing, refinery operations, aviation or marine maintenance.
- 5-10 years' experience in Process Safety Management (PSM) or relevant program.
- 5-10 years' experience in Inspection Testing Preventative Maintenance (ITPM)

- Experience with Electronic Maintenance Management Systems.
- Professional Engineer (PE) license preferred but not required.

Duties and Responsibilities:

- Provide leadership and oversight for all repair, maintenance, and reliability activities across King Industries, Inc.
- Develop sketches, drawings, and technical concepts to support maintenance projects, equipment modifications, and operational improvements.
- Build strong working relationships with Maintenance Shop Foremen and maintenance trades personnel, including Welders, Pipe Fitters, Pump Mechanics, Electronic Instrument Technicians, Finishers, Carpenters, and Electricians, while fostering a culture of teamwork, accountability, and continuous improvement.
- Partner with Human Resources and senior leadership to develop maintenance workforce capabilities through training, apprenticeship programs, succession planning, and performance management.
- Prepare, schedule, and coordinate planned maintenance activities while effectively prioritizing unplanned maintenance issues and emergency repairs to minimize operational disruptions.
- Evaluate maintenance activities to identify opportunities for work consolidation, improved resource utilization, and reduced impact on production schedules.
- Manage contractors and service providers to ensure work is completed safely, efficiently, and in compliance with company standards and regulatory requirements.
- Coordinate with Plant Managers, Maintenance Foremen, Engineering, Environmental, Safety, and Scheduling teams to develop and execute short-term (0-30 days), medium-term (31-90 days), and long-term (91-180 days) maintenance plans.
- Collaborate with Engineering on capital projects, equipment upgrades, and asset replacement strategies to improve reliability, maintainability, and safety.
- Partner with Production leadership to align maintenance priorities with production schedules and operational requirements.
- Lead monthly Maintenance Reliability Team (MRT) meetings to review performance metrics, work order completion rates, backlog status, and continuous improvement opportunities.
- Drive reliability improvement initiatives utilizing Root Cause Failure Analysis (RCFA), Failure Modes and Effects Analysis (FMEA), Reliability-Centered Maintenance (RCM), and equipment criticality assessments.
- Oversee the Inspection, Testing, and Preventive Maintenance (ITPM) program to ensure compliance with RAGAGEP, industry best practices, and applicable standards.
- Maintain an effective spare parts management program, ensuring critical inventory levels support reliable manufacturing operations. Own and continuously improve the Computerized Maintenance Management System (CMMS), ensuring data accuracy, KPI reporting, asset integrity, and effective preventive and predictive maintenance execution.
- Ensure all required equipment calibrations are completed accurately and on schedule.
- Ensure facility-wide compliance with Lockout/Tagout (LOTO) procedures and safe work practices.
- Support Process Safety Management (PSM) initiatives, including the implementation and closure of Process Hazard Analysis (PHA) action items and recommendations.

To apply, please send your cover letter and resume to careers@kingindustries.com.