

COLONIAL SURFACE SOLUTIONS MANAGING DIRECTOR



THE PERSON

Do you thrive on turning potential into progress? Are you energized by leading teams through both challenge and growth? Do you enjoy connecting with people at every level and helping them see how their work contributes to something bigger? If you're a principled, people-focused leader who values integrity, faith, and hard work — we want to talk to you!

Our ideal **Managing Director** is:

- **A Visionary Thinker:** You see the full picture—where the company is today and where it can be tomorrow. You translate ideas into actionable plans that move the business forward with purpose while honoring Colonial's proud history and values.
- **An Authentic Leader:** You lead with integrity, transparency, and humility. You inspire trust through faith-driven principles, honesty, and accountability, setting a consistent example for others to follow.
- **Operationally Grounded:** You understand the realities of a job shop environment and thrive on improving processes, systems, and outcomes. You balance big-picture strategy with hands-on insight, always looking for better, more efficient ways to serve customers and deliver exceptional results.
- **A Relational Connector:** You build meaningful relationships across the organization and with customers. You lead with respect, empathy, and genuine care, fostering teamwork that reflects Colonial's family-oriented culture.
- **Patriotic and Purpose-Driven:** You take pride in American manufacturing and the opportunity to support industries that strengthen our nation. You value perseverance, craftsmanship, and doing what's right—even when it's hard.
- **A Calm Catalyst:** You stay composed under pressure and rally the team during times of change or challenge. You bring steadiness, optimism, and focus that lifts morale and helps others perform at their best.

Our ideal Managing Director is a confident yet humble leader who drives alignment, clarity, and progress. You bring structure without rigidity, and vision without ego. This is a hands-on leadership role where your presence, consistency, and communication will strengthen Colonial Surface Solutions at every level. You'll elevate the company's culture, advance its operational excellence, and guide it toward a future defined by growth, collaboration, and faith-based values that honor hard work, integrity, and pride in American industry.

RESPONSIBILITIES

The responsibilities of the Managing Director role include, but are not limited to:

Leadership

- Provide strategic direction and vision for the company's continued growth and success.
- Build and lead a cohesive leadership team that models the company's core values.
- Inspire collaboration, communication, and accountability across departments and levels.

- Represent the company externally with professionalism and integrity, building credibility in the marketplace.
- Strengthen customer and community relationships, reinforcing Colonial's reputation for reliability and partnership.
- Cultivate a culture of respect, teamwork, and pride in craftsmanship.

Management

- Oversee day-to-day operations through the leadership team, ensuring alignment with goals and objectives.
- Maintain a clear pulse on production, quality, sales, and administrative functions to ensure operational efficiency.
- Guide long-term planning, including financial forecasting, budgeting, and capital investments.
- Identify and implement continuous improvement and automation opportunities.
- Support world-class manufacturing principles that enhance quality and profitability.
- Ensure compliance with all regulatory and safety requirements, including ISO and EPA standards.
- Develop and sustain key vendor, supplier, and banking relationships.

Accountability

- Own the P&L, ensuring financial health and sustainable profitability.
- Establish and monitor KPIs, dashboards, and scorecards to track company performance.
- Promote follow-through and clear communication in every area of the business.
- Model personal accountability and foster a culture where commitments are met and results are achieved.
- Ensure that the organization consistently delivers on its promises to employees, customers, and partners.

***** This is a full-time, in-person position based in Columbus Grove, OH *****

QUALIFICATIONS

Required

- Bachelor's degree in Business, Engineering, or a related STEM field
- Minimum of 5–7 years of senior leadership experience in a manufacturing or job-shop environment
- Proven success overseeing P&L, budgeting, forecasting, and financial analysis
- Demonstrated ability to lead cross-functional teams and drive operational performance
- Strong mechanical aptitude and understanding of manufacturing processes
- Proficient with business and productivity software (QuickBooks, Microsoft Office Suite)

Preferred

- 10+ years of experience in a senior operations or general management role
- Background in automotive, defense, or industrial manufacturing

- Experience in coatings, paint systems, or engineering environments
- Familiarity with ERP systems and successful implementation history
- Exposure to EOS (Entrepreneurial Operating System) practices
- MBA or equivalent advanced business education

Desired

- Six Sigma certification or other continuous improvement credentials
- Military or defense-related experience
- Knowledge of systems such as JobBOSS or E2

THE COMPANY – COLONIAL SURFACE SOLUTIONS

Founded in 1975, Colonial Surface Solutions has grown from a modest one-man operation in a family barn to a nationally respected metal cleaning and coating business. Today the company delivers abrasive cleaning, coating removal, liquid painting and powder coating services to clients across agriculture, industrial, commercial, OEM, structural steel and military segments. Located in northwest Ohio, the facility spans more than 100,000 sq ft and is equipped to handle large, complex parts—if you can ship it here, we can coat it. In every job we aim to deliver high-performance surface solutions, built on decades of experience, technical expertise and a team committed to doing hard things well.

WHY WORK WITH US?

At Colonial Surface Solutions, you'll lead a respected manufacturing business built on craftsmanship, accountability, and pride in American industry. Our team values hard work, loyalty, and the satisfaction that comes from doing things the right way. Here, you'll have the opportunity to strengthen operations, implement process improvements, and drive growth while working alongside people who care deeply about one another and the work they do. We honor tradition, embrace innovation, and stay grounded in the values that have guided us for 50 years — faith in our purpose, pride in our country, and commitment to excellence in everything we produce.

OUR CORE VALUES

- **Relationships First** – We believe strong connections with customers, suppliers, team members and community underpin our success.
- **Authentic Ownership** – Every individual at Colonial takes ownership of outcomes, supports one another, and owns their part of the story.
- **Success Through Collaboration** – Working together across functions and levels amplifies capability, accelerates learning and ensures sustainable results.
- **It's Our Time to Shine** – We honor our history of turning tough challenges into showcase solutions—and now we're ready to step into the next chapter together.

Salary: \$140k - \$160k base + performance-based bonus

Benefits: Medical, Dental, Vision, HSA, 401(k) matching, Short-Term & Long-Term Disability, Life Insurance, PTO, Paid Holidays

If you're ready to shape the next chapter of a company built to shine, apply now!