# General Manager

**Location:** Wilmington, NC
**Job Type:** Full-time, On-site
**Salary:** Competitive, based on experience

## About Wilmington Machinery

Wilmington Machinery LLC is a privately held manufacturer of advanced plastics processing equipment, founded in 1972 and based in Wilmington, NC. We design and build large-scale, low-pressure structural foam injection molding machines (with shot capacities up to 300 lb) and high-speed rotary extrusion blow molding systems, along with custom capital equipment and turnkey solutions.

In addition to equipment sales, we perform contract engineering work for industrial customers (including companies such as Corning) and operate contract molding services on our low-pressure injection molding machines. These activities complement our core machinery business and leverage our in-house engineering, machining, and process capabilities.

Following our acquisition in early 2025 by a local private investor, we are in a deliberate growth phase: expanding our facility, strengthening engineering and service capabilities, improving accessibility of structural foam technology, and scaling both equipment and contract work while preserving the company's long-standing reputation for engineered, customer-specific solutions.

## Job Summary

We are seeking a General Manager who brings deep knowledge of the plastics machinery and processing industry, established relationships with key customers, molders, suppliers, and industry contacts, and the ability to contribute meaningfully to sales and business development. This is a senior leadership role responsible for overall day-to-day operations, team performance, and supporting the company's growth objectives across machine sales, contract engineering, and contract molding. The ideal candidate will combine operational leadership with commercial acumen and industry credibility.

## Key Responsibilities

- **Operations Leadership –** Oversee daily plant and business operations, including production scheduling, capacity planning, quality, safety, and continuous improvement across machine build, contract engineering, and contract molding activities.
- **Cross-Functional Coordination –** Lead cross-functional coordination among engineering, production/machining, service, and administrative teams to ensure on-time delivery of complex, long-lead capital equipment and contract projects.
- **Operational Efficiency –** Drive operational efficiency, lead-time reduction, and scalable processes as the company grows.
- **Safety & Standards –** Maintain strong safety, quality, and housekeeping standards in a heavy manufacturing environment.
- **Sales & Business Development –** Actively support sales efforts by leveraging existing industry relationships and contacts to identify opportunities in both capital equipment and contract services.
- **Customer Engagement –** Participate in customer meetings, technical discussions, proposal reviews, and relationship management with molders, end-users, and industrial customers.
- **Market Intelligence –** Contribute market and competitive intelligence based on industry knowledge and network.

- **Pricing & Pipeline Development –** Collaborate with the sales and leadership team on pricing strategy, customer pipeline development, and long-term account growth across equipment and contract work.
- **Leadership & Coaching –** Provide clear direction and coaching to department leaders and key personnel.
- **Talent Development –** Support hiring, onboarding, and development of technical and production talent in a growing organization.
- **Culture Development –** Foster a collaborative, high-accountability culture aligned with the company's legacy of quality and customer focus.
- **Strategic Partnership –** Work closely with ownership and senior leadership on strategic priorities, resource allocation, and performance metrics.
- **Financial Stewardship –** Partner with finance leadership on budgeting, cost control, project profitability, and operational metrics that support sustainable growth.
- **Project Outcomes –** Ensure projects are managed for both technical success and commercial outcomes.

# Qualifications & Skills

## Education

- Bachelor's degree preferred (engineering, manufacturing, business, or related field); relevant technical experience may substitute.

## Experience

- Significant experience in the plastics processing or plastics machinery industry, with strong preference for background involving injection molding (especially large-part or low-pressure structural foam), blow molding, or related capital equipment.
- Demonstrated industry relationships and contacts among molders, OEMs, suppliers, or industry organizations that can be leveraged for business development.
- Proven track record in operations leadership, manufacturing management, or general management roles (preferably in capital equipment, heavy manufacturing, or technical products).
- Comfortable and effective in customer-facing and sales-support situations; prior sales or business development experience is a strong plus.
- Strong understanding of long-cycle capital equipment projects, including engineering-to-order or build-to-order environments; exposure to contract manufacturing or engineering services is beneficial.

## Soft Skills

- Excellent communication, leadership, and cross-functional collaboration skills.
- Ability to work on-site in Wilmington, NC, and travel as needed for customer or industry engagement.

# What We Offer

- Opportunity to play a central leadership role in a respected, specialized machinery company during a clear growth phase.
- Competitive compensation package commensurate with experience and impact.
- Collaborative environment with direct access to ownership and a team that values technical excellence and long-term customer relationships.
- On-site role in Wilmington, North Carolina.

## Additional Information

- Must pass a pre-employment drug screening and background check.
- This is an on-site position in Wilmington, NC.