

VISIONARY ENVIRONMENTAL COMPANY LOOKING FOR A PROACTIVE PLANT MANAGER WITH GOOD PEOPLE SKILLS

Are you an experienced leader looking to take ownership at a production site in a dynamic, team-oriented environment? Do you thrive in a fast-paced industrial setting where you can influence decisions and drive operational excellence? Then you may be the new plant manager at our tire recycling plant in Houston.

To lead operations at our site in Houston, we are now looking for an experienced **Plant Manager** with a strong growth mindset to lead a multi-disciplinary organization of more than 50 employees.

Your role & key responsibilities

- Lead all plant operations to ensure safe, compliant and efficient 24/7 manufacturing performance
- Enforce Genan's zero-tolerance safety policies and ensure compliance with OSHA, EPA and other applicable regulations
- Drive continuous improvement initiatives to improve throughput, efficiency, quality and operational stability
- Align production planning and scheduling with business demand while maintaining cost discipline
- Oversee tire intake and raw material quality to ensure compliance, cost optimization and supply reliability
- Maintain site-level budget responsibility, cost control and performance reporting in alignment with Group Finance
- Lead, develop and hold accountable department managers and supervisors across production, maintenance and logistics
- Ensure facility, equipment, and infrastructure are maintained to support safe and reliable operations
- Act as the primary site contact for regulatory authorities, auditors and external stakeholders
- Collaborate with corporate and cross-functional teams to implement operational standards and best practices

Your qualifications

- Bachelor's degree in Engineering, Manufacturing, Operations Management or a related field
- Minimum 8–10 years of progressive leadership experience in an industrial, manufacturing or heavy-processing setting
- Proven experience leading 24/7 operations with strong safety and compliance requirements

- Demonstrated success in Lean manufacturing, continuous improvement or operational excellence programs
- Strong financial acumen with experience managing site budgets and cost reduction initiatives
- Ability to lead through influence, set clear expectations and drive accountability at all levels
- Excellent communication skills, both written and verbal

Successful candidates are hands-on, resilient leaders who lead from the floor, make data-driven decisions and build trust through transparency and consistency.

What Genan offers

- Competitive base salary with performance-based incentive opportunity, subject to company discretion and applicable plan terms
- Comprehensive benefits package, subject to eligibility requirements and plan provisions
- A senior leadership role with real operational ownership and impact
- Opportunity to grow within a global, sustainability-focused industrial company

Do you want to be part of the Genan team?

To apply for this position, please send your application and CV in English to: join@genan.com

All applications will be handled confidentially and without bias.

Environmental company Genan boasts more than 30 years of experience in tyre recycling. Counting a total of six state-of-the-art factories – one in Denmark, three in Germany, one in the USA and one in Portugal – Genan is a global leader in tyre recycling. Sustainability is our core value, and by turning huge volumes of end-of-life tires into new resources, Genan helps solve an immense, global problem. To strive for a sustainable future takes a dynamic and dedicated team; and our more than 300 passionate employees are thus the core of our organisation.

