



Ellis Atkinson

Plant Manager

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STRENGTHS

- ♥ **Operating cadence**
Built tiered reviews around SQDCI gaps, and supervisors began raising issues earlier with clearer ownership.
- 📅 **Financial discipline**
Connected P&L choices with productivity, absorption, budgets, and capital needs; plant leaders gained sharper cost visibility.
- 👥 **Leader development**
Coached supervisors through real operating problems, and several became trusted owners of broader responsibilities.
- ⚙️ **Lean execution**
Turned recurring bottlenecks into focused improvement work; teams kept countermeasures visible after events ended.
- 🔗 **Cross functional alignment**
Joined engineering, quality, supply chain, and finance around launch risks, helping customer commitments stay visible.

SKILLS

- Plant Operations
- Lean Manufacturing SQDCI
- KPI Reviews P&L Management
- Budgeting Forecasting
- Productivity Absorption
- Cost Improvement
- Capital Investment
- Capacity Expansion

SUMMARY

Manufacturing operations leader with 16 years of progressive experience, including more than 10 years directing plant and operations teams across production, maintenance, engineering, quality, logistics, and supply chain functions. Bachelor's prepared mechanical engineer with financial responsibility spanning plant P&L, budgeting, forecasting, productivity, absorption, capital planning, and cost performance. Builds disciplined operating cultures through **Daily Management Systems**, **Leader Standard Work**, KPI reviews, **Lean Manufacturing**, and **structured problem solving**. Has improved Safety, Quality, Delivery, Cost, and Inventory performance while balancing customer commitments, regulatory requirements, workforce capability, and capacity needs. Leads new product introductions, capital investments, process stabilization, and continuous improvement through cross functional partnership. Develops accountable leaders, strengthens succession pipelines, and translates business strategy into measurable plant execution.

EXPERIENCE

Plant Manager

Granite Peak Industrial Systems 📅 January 2021 - Present 📍 Manchester, NH

Leads a multi function manufacturing facility across production, maintenance, manufacturing engineering, quality, logistics, and supply chain. Owns operating performance, financial results, capital priorities, customer commitments, and leadership development.

- Directed plant operations across six functions, aligning daily execution with annual plans and customer commitments.
- Ran tiered **Daily Management Systems** using SQDCI reviews, Leader Standard Work, and escalation routines.
- Owned plant **P&L**, budgeting, forecasting, productivity, absorption, cost performance, and capital prioritization.
- Sponsored Lean projects that improved **equipment utilization**, **process stability**, scrap prevention, and schedule adherence.
- Led capital installations, **capacity expansion**, and new product readiness with cross functional stakeholder alignment.
- Coached department leaders through operating reviews, **succession planning**, performance expectations, and safety accountability.

Operations Manager

Merrimack Precision Components 📅 July 2017 - December 2020 📍 Concord, NH

Directed production, maintenance, and logistics execution for a component manufacturing operation. Connected demand, inventory, staffing, equipment, budgets, engineering changes, and leader development with reliable customer delivery.

- Converted demand and **inventory** priorities into staffing, equipment, and daily **production** plans for component operations.
- Established visual **KPI reviews** that exposed abnormal conditions and clarified supervisor escalation routines.
- Managed budgets, labor **productivity**, overtime, material usage, absorption, forecasts, and corrective actions.
- Directed Lean improvement projects using standard work, root cause analysis, and waste reduction methods.
- Coordinated **engineering** changes, equipment upgrades, and product launches with quality and **supply chain** teams.
- Developed supervisors through coaching, accountability routines, performance reviews, and succession discussions.

Manufacturing Manager

Seacoast Drive Technologies 📅 June 2014 - June 2017 📍 Portsmouth, NH

New Product Introduction

Succession Planning

Regulatory Compliance

LANGUAGES

English Native

Spanish Intermediate

MY CAREER



- Plant Manager at Granite Peak Industrial Systems (5.7 Years)
- Operations Manager at Merrimack Precision Components (3.4 Years)
- Manufacturing Manager at Seacoast Drive Technologies (3 Years)
- Production Supervisor at Northeast Engineered Products (3 Years)
- Manufacturing Engineer at Atlantic Mechanical Manufacturing (10 Months)

Managed multiple production areas **manufacturing** mechanical drive components. Balanced safety, quality, labor, equipment availability, schedule attainment, inventory requirements, spending, and capital implementation.

- Managed production areas for mechanical drive components while balancing **safety, quality, labor, and equipment availability**.
- Introduced daily performance meetings connecting shop floor issues with maintenance, quality, materials, and **engineering** actions.
- Controlled departmental spending and productivity plans, providing forecasts for labor and equipment decisions.
- Led Lean events focused on material flow, changeover discipline, workplace organization, and **process stability**.
- Supported capital equipment justification through capacity analysis, risk review, acceptance criteria, and transition planning.
- Built supervisor capability through problem solving, performance coaching, safety expectations, and defect prevention.

Production Supervisor

Northeast Engineered Products 📅 May 2011 - May 2014 📍 Lowell, MA

Supervised daily production teams in a high mix manufacturing environment. Coordinated staffing, work priorities, materials, equipment constraints, safety, quality, standardized work, and operator development against customer schedules.

- Coordinated staffing, work priorities, materials, and equipment constraints against customer **production** schedules.
- Used shift data for safety, **quality**, output, downtime, and scrap to assign corrective actions.
- Reinforced standardized work, safety practices, and in process quality controls at points of occurrence.
- Supported Lean activities involving 5S, visual controls, workflow improvement, and changeover preparation.
- Developed operators and team leads through qualification, cross training, coaching, and performance expectations.
- Escalated capacity and reliability concerns with supporting functions using documented operating data.

Manufacturing Engineer

Atlantic Mechanical Manufacturing 📅 June 2010 - April 2011 📍 Worcester, MA

Supported mechanical component production through process documentation, capability review, issue resolution, equipment changes, Lean methods, and technical coordination with production, maintenance, and quality teams.

- Documented mechanical component workflows, reviewed process capability, and resolved recurring manufacturing issues.
- Analyzed downtime, scrap, cycle observations, and equipment conditions for **engineering** and production decisions.
- Created work instructions clarifying **manufacturing** methods, **quality** checkpoints, and safe operating expectations.
- Supported equipment and tooling changes through requirements, trials, acceptance observations, and production handoffs.
- Applied Lean and **structured problem solving** methods to layout, flow, and process issues.
- Coordinated technical follow up with **production**, maintenance, and quality personnel during implementation.

PROJECTS

Capacity Expansion Program 📅 2024

Connected equipment planning, engineering readiness, quality review, supply chain timing, and production transition needs. Shared priorities early, helping leaders protect customer commitments during capacity growth.

Daily Management System Renewal 📅 2022

Reframed KPI reviews, escalation routines, and Leader Standard Work around shared operating goals. Built stronger conversations between supervisors, maintenance, quality, and engineering partners.

LEADERSHIP & AWARDS

- Lean Six Sigma Green Belt recognition, 2026
- Operations Mentor, Manufacturing Leadership Peer Forum, 2024 to Present
- Leadership development through succession planning and supervisor coaching, 2021 to Present

EDUCATION

Bachelor's Degree in Mechanical Engineering

University of Massachusetts Lowell 🎓 GPA: 4.0 📅 2010 📍 Lowell, MA

Coursework: Manufacturing systems, engineering economics, materials science, process design

CERTIFICATIONS

- Lean Six Sigma Green Belt 📅 2026
- Bachelor's Degree in Mechanical Engineering 📅 2010

TECHNICAL SKILLS

- **Manufacturing Systems:** Daily Management Systems, Leader Standard Work, Standard Work
- **Lean Methods:** Lean Manufacturing, 5S, Waste Reduction
- **Performance Management:** SQDCI, KPI Reviews, Visual Controls
- **Financial Operations:** Plant P&L, Budgeting, Forecasting
- **Cost Management:** Productivity, Absorption, Cost Performance
- **Quality Systems:** Defect Prevention, Process Capability, Quality Checkpoints
- **Production Management:** Production Planning, Schedule Adherence, Staffing Plans
- **Maintenance Operations:** Equipment Utilization, Downtime Analysis, Reliability Improvement
- **Engineering Tools:** Process Documentation, Work Instructions, Tooling Changes
- **Improvement Methods:** Structured Problem Solving, Root Cause Analysis, Corrective Actions
- **Capital Programs:** Capital Investment, Capacity Expansion, Equipment Acceptance
- **Launch Management:** New Product Introduction, Engineering Changes, Production Readiness

PROFESSIONAL AFFILIATIONS

- Manufacturing Leadership Peer Forum, 2024 to Present
- Operations Mentor supporting emerging manufacturing leaders
- Cross functional manufacturing partnership across engineering, quality, finance, and supply chain

ADDITIONAL INFORMATION

Work Status : Authorized to work in United States. No sponsorship required.

REFERENCES

AVAILABLE ON REQUEST