

# Ryan DuBois

Bluffton, SC | 912.220.5641 | duboisldc@gmail.com | <https://careerwebfolio.com/ryandubois/>

## DIRECTOR OF MANUFACTURING

**Teacher, Trainer, Mentor, Coach ✦ Turnaround / Startup Expert ✦ Operations Authority**

**An Entrepreneurial-Spirited Management Professional and Dynamic Team Leader** with a notable record of cultivating workplace environments in which team members dedicated to excellence strive to exceed corporate goals and customer expectations. Active, resourceful, and resolute in surmounting roadblocks to improved productivity with innovative, efficiency-driving remedies that incorporate emerging technologies. A confident, competent accelerator of profitable, transformational change, able to secure the inter-departmental allegiance critical for successful implementation. Respected for, depended on, and capable of continually delivering substantial ROI in consequential situations.

### CORE COMPETENCIES

- Strategic / Tactical Planning & Execution
- Productivity Optimization
- Vision / Mission Development
- Global Supply Chain Management
- Executive Leadership
- Team Building & Guidance
- Lean / Six-Sigma / Kaizen
- Product Innovation
- Multi-Level Collaboration
- P&L Accountability
- ROI Production
- Solution Initiation

### PROFESSIONAL EXPERIENCE

**Hendrix Industries | Houston, TX**

**2021- Present**

*Technologically innovative manufacturer of quartz surfaces for use in homes and workplaces.*

#### **Director of Manufacturing**

Responsible for startup, vision, and culture development of 180,000 sq. ft manufacturing plant, developing a fully automated production process, equipment placement, construction change orders and building modifications. Completed project in less than 18 months. Ramp production to 24/7 and 150+ team members in 12 months.

- **Developed product launch strategies** to achieve plant ROI within 3 years.
- **Guided development of sister company launches** in sales, warehousing, distribution, and logistics: Arcadia Stones, Sealy Logistics, Golden Stones, Stonehenge Management Group.
- **33% efficiency gained resulting in \$27 million output increase attained** by Initiating and developing CAPEX projects focused on efficiency and quality gains.

**Front Light Building Company | Hilton Head, SC**

**2021 - 2022**

*Builder of high-end, custom-designed, systems-built single-family homes.*

#### **Director of Operations – Trade Services Group**

Manage an operation capable of 50 home closings annually. Vet, onboard, and increase efficiency of subcontractors by coordinating schedules. Source distinctive building products and contract with dealers and distributors.

- **\$35 million in increased revenue** by developing a whole-home trade service and line of system-built house designs that increased closings from 15 to 38 in one year.

**Daltile | Dallas, TX**

**2017 - 2021**

*The leading US manufacturer and distributor of ceramic and porcelain tile and engineered and natural stone.*

#### **Plant Manager II**

Responsible for the output of a 900,000 sq. ft. manufacturing and distribution center employing 142 and operating on a 24/7 basis. Supervised a direct team of 12, led kaizen activities and six-sigma training, implemented ISO standards, and utilized Oracle, SAP, and MES software.

- **\$9 million banked in cost savings**, efficiency gains, and quality improvements by negotiating with the owners of each involved process annual-operating-plan goals thereby laying the foundation necessary to hold all participants accountable for the outcomes.
- **\$8.4 million in spending avoided** by adjusting product formulations, refining manufacturing procedures, switching raw and consumable material suppliers, and initiating waste-reduction programs.

- **\$6 million of incremental volume from five new products** launched in one year produced by developing a system that ran standard and R&D items on the same production line.
- **Introduced and implemented a vision** of exceeding customer expectations and taking pride in every product produced that resulted in a) exceeding corporate goals month-over-month, b) achieving record-lows for lost time and recordable injuries for three consecutive years, c) a turnover rate below 20%, and d) 20+ internal promotions.
- **Raised employee morale** by driving installation of a production system that decreased airborne silica in the plant and eliminated the necessity for workers to wear face respirators.
- **\$2 million (2.6%) increase in output attained** by solving a production-limiting humidity problem through sourcing and piloting the installation of equipment that maintained desirable ambient plant conditions.

### Operations Manager

Commanded start-up of the company's quartz manufacturing including recruiting and training the workforce, overseeing equipment installation and commissioning, and negotiating rates and deliverables with subcontractors.

- **\$1.2 million lowering of imported material expense realized** by engineering a 25% increase in container utilization, setting up logistics assets in the inbound port city, and assigning a dedicated project manager.
- **95% promotion-from-within reached** by nourishing succession planning at every level with leaders developing leaders and each employee training a replacement.
- **Guided the most successful startup in division history** by authoring the operation's mission, vision, and values and fostering a work ethic dedicated to validating American craftsmanship.
- **\$6 per-square-foot cost reduction contributed**, and a startup facility raised to 24/7 operation in ten months by designing and leading activation of an FMEA process.

### Caesarstone | Richmond Hill, GA

2014 - 2017

*The US subsidiary of an Israeli-owned company that produces and markets in 50 international locations quartz surfaces used for kitchen countertops, vanity tops, flooring, wall cladding, and general interior design.*

### Operations Manager

Directed two manufacturing mold production lines staffed by a team of 75+ operators and managers with responsibility for meeting performance KPIs within budgetary and time constraints.

- **\$7.5 million in annual top line gained** by conducting research into the effectiveness of different coating materials and cleaning processes and designating the most effective as standards.
- **Shifted the plant culture** to a focus on quality manufacture by instituting work standardization, six-sigma training, and leadership instruction and having one-on-one interaction with members of the production staff.

### Production Supervisor II

Developed equipment and operational SOPs, trained, and developed teams, refocused employee attitude and plant culture on satisfying customers, and managed subcontractors responsible for facility maintenance.

- **\$21 million boost in yearly output earned** by honing material flow, enacting standardized work routines, training workers, and originating career-development guidance for team members.
- **65% surge in outbound shipments' value (\$42 million) delivered** by overcoming a lack of adequate material storage through enhancement of trucking procedures and addition of a second shift to optimize loading.

### -PREVIOUS EXPERIENCE-

**Pro-Mow Lawn Care** | 2000 – 2015 | Founder / Owner / President

**United Parcel Service** | 2000 – 2014 | Continuous Improvement Specialist - Union

## EDUCATION / PROFESSIONAL TRAINING / CERTIFICATIONS

Business Administration, Management and Operations, University of Tennessee, Knoxville

Construction Management, Savannah Technical College

Contributor/ Facilitator, Georgia Tech Manufacturing Consortium

Lean Manufacturing, Gemba Academy & Straighterline Online

Peer Mediation, Russell Sage College

Business Ethics • Manufacturing Excellence, IKEA Corporate Training