

SENIOR DIRECTOR OF RELIABILITY

In 1985, Mike and Kim Crabb founded Diamond C with a small team and a big dream. Over the years, the company has grown significantly, now employing over 900 team members. Diamond C remains a family-owned and operated business, with a strong emphasis on our foundational “Do Work, Love Strong” culture, which is based in Mt. Pleasant, TX.

We are unwavering in our commitment to more – more process improvements, more sustainable manufacturing, and more opportunities for our team. Our purpose is to fuel the growth and success of our team members, customers, and community. We're dedicated to being a positive force for change and using our expertise to make a meaningful impact on our community abroad. This role is located in Mount Pleasant, TX 75455

Purpose:

The **Senior Director of Reliability** is a key member of the leadership team at Diamond C Trailers, responsible for overseeing and enhancing the reliability and performance of our manufacturing operations and physical infrastructure. This leader will direct the strategy and execution of Safety, Maintenance, Technical Services, Facilities, and Real Estate functions. The ideal candidate will bring a proactive and data-driven approach to drive operational excellence, reduce downtime, and promote a culture of continuous improvement and workplace safety.

Responsibilities:

Leadership

- Define and implement a leadership legacy that aligns with our purpose and culture.
- Develop, mentor and coach team members to continuously evolve in competencies, influence and collaboration.
- Foster a culture of experimentation and psychological safety where innovation thrives.

Safety

- Lead and evolve company-wide safety programs and culture to ensure a best in class safety and compliant working environment.
- Partner with HR and Operations to continuously build and promote a strong safety culture.
- Ensure compliance with OSHA and other regulatory standards.

Maintenance

- Oversee maintenance operations for all manufacturing equipment and critical infrastructure.
- Implement predictive and preventative maintenance strategies to minimize downtime and extend asset life.
- Manage CMMS systems and ensure maintenance metrics are aligned with reliability goals.

Technical Services

- Lead a team of technical experts to support production, troubleshoot equipment issues, and implement engineering solutions.
- Collaborate with Manufacturing and Engineering teams to introduce new technologies and equipment upgrades.

Facilities

- Manage upkeep, improvements, and expansions of company facilities to support growth and operational needs.
- Oversee vendors and contractors for facilities-related services.

Real Estate

- Lead strategic planning and execution of real estate development, acquisition, leasing, and property management activities.
- Ensure real estate assets align with long-term operational goals and company vision.

Qualifications:

- Bachelor's degree in Engineering, Industrial Technology, Operations Management, or a related field; Master's preferred.
- 10+ years of progressive leadership experience in manufacturing or industrial environments.
- Strong background in reliability engineering, safety management, and facilities oversight.

- Demonstrated experience managing capital projects and real estate portfolios.
- Excellent leadership, communication, and cross-functional collaboration skills.
- Familiarity with lean manufacturing, Six Sigma, and reliability-centered maintenance (RCM) principles.
- Lean Certification

Benefits:

- Medical
- Dental
- Vision
- Long and Short Term Disability
- Employer Paid 25K Life Insurance
- Other Supplemental Policies
- Physical Wellness Program
- Paid Maternal/Paternal Leave
- Tuition Reimbursement Program
- 401(k) & Company Match
- Scholarship

We encourage and welcome applicants with any and all backgrounds, experiences, abilities, and competencies. All decisions regarding hiring, promotion, discipline, and discharge are based on qualifications, merit, and the needs of the business. We are an equal opportunity employer.