

Production Manager – Wire & Cable Assemblies

Company: Metro Assemblies Inc.

City: Columbia Heights, MN

Employment Type: Full-Time

Hours: Monday – Thursday (6:30am – 4:30 pm)

About Us

Metro Assemblies is a growing wire and cable assembly manufacturer dedicated to delivering high-quality, custom-built assemblies for our clients. Our team values precision, efficiency, and reliability in every project we take on. We are looking for a hands-on, detail-oriented

Production Manager to lead our production floor and ensure smooth daily operations.

Position Overview

The Production Manager will oversee day-to-day production activities with a focus on accuracy, efficiency, and quality. This role requires strong technical knowledge of wire assembly processes, machine setup and maintenance capabilities, leadership skills to manage production staff, and the ability to create and maintain structured workflows.

Key Responsibilities

- **Production Staff Management:** Lead, train, and supervise production team members, ensuring staff are motivated, effective, and working safely.
- **Routing Creation:** Develop detailed routing steps/work instructions to guide the build of wire assemblies from raw materials to finished product.
- **Scheduling:** Plan and assign daily duties to production staff, ensuring projects are completed on time and to specification.
- **First Article Builds:** Lead and document first article assembly builds, incorporating lessons learned into routings.
- **Machine Setup:** Configure and oversee setup of production machinery (cutting, stripping, molding, testing, etc.).
- **Machine Maintenance:** Manage routine maintenance and basic troubleshooting of production equipment.
- **Process & Quality Support:** Collaborate with management and quality teams to continuously improve efficiency, accuracy, and compliance with industry standards.

- **Senior Leadership Team Participation:** Actively contribute as a member of the company's SLT, meeting multiple times per year to review company health, performance, and operations, and helping to shape strategies for improvement and growth.
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Preferred Experience

Wire & Cable Assembly Expertise

- 5+ years of experience in wire harness or cable assembly manufacturing or a similar field.
- Familiarity with IPC/WHMA-A-620 standards and quality requirements a plus.
- Hands-on experience with crimping, soldering, molding, and assembly processes preferred.

Production Planning & Scheduling

- Proven experience creating and managing production schedules to meet delivery deadlines.
- Ability to balance capacity planning, labor allocation, and job prioritization.
- Experience coordinating with purchasing and warehouse teams for material availability.

Quality & First Article Builds

- Experience overseeing first article inspections and ensuring builds meet print/spec requirements.
- Ability to interpret engineering drawings, routings, and work instructions.
- Knowledge of corrective action processes and continuous improvement practices.

Leadership & Team Management

- Prior experience supervising production teams in a manufacturing environment.
- Ability to train, coach, and mentor operators/assemblers.
- Strong communication and problem-solving skills for resolving production issues.

Administrative & Process Control

- Experience with production paperwork routing and ERP/MRP systems.
- Knowledge of ISO 9001 or other quality management systems.
- Strong organizational skills with attention to accuracy and documentation.

Routing Development

- Experience developing manufacturing routings/work instructions for wire harness and cable assemblies.
 - Ability to break down a build into step-by-step processes (cutting, stripping, crimping, soldering, insertion, overmolding, testing, etc.).
 - Strong understanding of raw materials (wire, connectors, terminals, heat shrink, loom/tubing) and how they are applied in assemblies.
 - Ability to read and interpret engineering drawings, schematics, and bills of materials (BOMs).
 - Familiarity with first article builds and incorporating lessons learned into finalized routing steps.
 - Experience integrating quality checkpoints into routings (in-process inspections, continuity checks, pull-tests, etc.).
 - Proficiency with ERP/MRP systems for entering and maintaining routing data.
 - Knowledge of machine setup requirements (cut/strip machines, crimp presses, applicators, soldering tools) and documenting them in the routing.
 - Familiarity with IPC/WHMA-A-620 standards and ensuring routings reflect industry compliance.
 - Experience collaborating with engineering, quality, and production teams to refine and optimize routing steps.
 - Ability to factor in efficiency and repeatability, ensuring routings are practical for both low-volume prototyping and higher-volume runs.
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Why Join Us?

- Work in a **small, family-like company** where every team member is valued and makes a difference.
- Be part of a collaborative environment that emphasizes teamwork, respect, and open communication.
- Opportunity to directly shape production processes and contribute to company-wide improvements.
- Participate in leadership discussions that help guide the future direction of the company.
- Join a company with a strong reputation for **quality, reliability, and customer service**.
- **Four-day work weeks** for better work-life balance.
- **11 paid holidays (110 hours)** plus a **scaling PTO program**.
- **IRA matching program** to support long-term financial goals.