

Fabrication Manager (rev.2024.4.9)

We're looking for a positive team leader, fabrication guru, and floor leader to join our small team. Our Fabrication Manager likes to work both sides of their brain by not only keeping our fabrication team's day to day managed and on track, but they also partake in fabrication, demonstrating fabrication methods to the team, and ensuring all client projects that are in 'fabrication' are on track. The fabrication manager also oversees job sites to ensure quality installations and team professionalism.

With this position you will oversee our team of fabricators, ensuring they know what to do every day both in the studio and on job sites. Being able to pull away and look from a bird's eye view is absolutely necessary. This position is required to think strategically, make connections (if X doesn't get done it affects Y, C and M!), solve problems, and keep a pulse on the health of what is coming off the fabrication floor as a final product.. Answer fabrication questions as needed and ensure the fabrication team is working as planned and in alignment - no questions should be left unasked. Everyone meets goals that are set, together! You must set goals for the fabrication team to do (deadlines, how long tasks should take etc). Our Fabrication Manager will update quotas and the fabrication teams to-dos and enjoy building and maintaining a strong dynamic team.

You'll be using your expertise to ensure everyone is working to the best of their ability and coaching where needed. If goals aren't met, you see it ahead of time and work with the team to troubleshoot. You should be self-motivated and hold yourself accountable to get things done on time and on budget.

Every project through our door is unique, so you must be flexible and enjoy the challenge of a big learning curve — whether it's new designs, materials, or methods, we are committed to figuring it out. You must be able to inspire the team to create amazing projects that seem impossible.

Core Values

We are stronger together

The more we work together, the more we communicate clearly, the better chance we have of reaching our collective goals. We harmonize.

We make anything out of anything

We see possibility and potential in everything.

We are nimble by learning

Our learning culture makes taking on challenging projects exciting and worth it.

We make it happen

We are a hard working team that crosses the finish line together - no matter what it takes.

We are accountable

We take responsibility for our actions individually and as a team and always fulfill promises we make.

Fabrication Manager Requirements

- 2+ years of direct managerial experience
- 2+ years creative studio experience and management
- 2+ years of experience in fabrication production and setting quotas
- Woodshop experience
- Safety training demo experience
- Experience building dimensional art (the construction of, improving a fabrication method, choosing best structural methods)
- Proficient using Google Workspace and you will learn other programs (Asana, Toggl, Slack, etc)

Fabrication Manager Responsibilities

- Oversee and manage our fabrication floor
- Manage Fabricators, Contractors, and Installation teams and keep scheduling up to date
- Collaborate with the design team on design development to ensure streamlined production
- Develop build plans for fabrication team
- Develop and convey daily quotas to fabrication team
- Assist in hiring and overseeing of production jobs (including independent contractors)
- Maintain communication with clients, vendors and our team in a warm and professional manner

- Comfortable on construction sites.
- Creative problem solving skills
- Assist with woodshop safety trainings/procedures + schedule tool or fabrication demos as needed
- Conduct Site surveys to obtain dimensions and site conditions for projects and record information in elevations/plans
- Detailed knowledge of materials and curiosity to learn new materials. Assist sales with questions to estimate projects
- Be prepared with project updates and status for regular management meetings + lead fabrication meetings
- Follow our management process (and propose enhanced solutions) for each and every job and ensure the team is following suit
- Hold quarterly conversations and annual reviews with your direct reports and address any HR issues that arise

Soft Skills

- Able to manage multiple projects at one time
- Calm under pressure
- Extremely organized, detail-focused and excellent time management skills
- Excellent people skills and communication
- Able to identify your own mistakes and seek improvement
- Be a positive leader ready to coach a small team, hold your team accountable to timelines, and inspire them to always learn and improve
- Open to constructive feedback
- Collaborative and enjoy learning from and teaching others

Fabrication Experience Needed

Please note this is a management role where you are leading a production department and doing demos. This is not a build heavy or fabrication role.

Expertise in the following:

- using power tools and hand tools
- working in a woodshop (table saw, panel saw, chop saw, band saw, miter saw, etc.)
- spray painting, latex, and acrylic painting
- ceramics methods including kiln operation
- mold making
- laser cutting
- knowledge of CNC processes
- knowledge of 3D printing processes
- knowledge in Adobe Creative suite, emphasis on Illustrator
- Resourceful and knowledgeable on various art forms
- Understand the world of wood, fasteners and glues
- Eager to learn and teach others new skills (CNC machine, laser cutter, metal working, wood working, etc.)
- Must have a valid driver's license and be comfortable driving vans/box trucks (access to a car is preferred, but not required)
- Able to stand on a ladder for long periods of time
- Able to lift 40 lbs
- Comfortable using industrial adhesives and resins

About AllKinds Studio

AllKinds is a multi-disciplinary design and fabrication studio that uses all kinds of materials to create custom art installations for brands. With commissions from corporations, organizations, art consultants, branding agencies and architecture firms, we tailor-make each artwork to fit large-scale spaces for brands, interiors, events and movements. Our dedicated team of designers, artists and fabricators mix materials, technologies and techniques to create art and objects that are innovative, meaningful, beautiful and on-brand. We thrive in our collaborative approach, welcoming new ideas and getting excited about the "what ifs". Our combined skill sets and handmade approach enables us to produce anything we can conceive, including even the most complex or technical concepts. With every project, our shared goal is to create a meaningful environment that tells a story in an elevated, authentic and impactful way. And nothing makes us happier than creating that story utilizing materials that were once meant for the landfill and giving them new life. At the completion of our projects, we make every effort to repurpose, recycle or donate leftover materials to ensure they are given the longest, most meaningful lives possible.

Environment

This is an on-site job in our working studio in West Town where fabrication of large-scale artworks happen. You must be able to thrive in a fast-paced and open working studio environment. You will be physically building and making things. It's awesome (and noisy, dusty, and smelly at times...) but it's the sounds, feeling and smell of creativity hard at work.



Compensation and Hours

Compensation is commensurate with experience. This is a full-time salaried role with a benefits package (including medical & dental insurance, paid time off, and a profit pool bonus). We're a growing company & this position is intended to expand alongside us.

Our studio hours are 8am - 4:30pm M-F; however, client deadlines are our promise and must be met. We do our best to keep work within working hours as we value work life balance but that is not always possible.

To Apply

Email careers@ittakesallkinds.com to apply with Fabrication Manager - 'your name' in the subject line.

Please include:

- a cover letter that explains why you feel you are a good fit, why our Core Values resonate with you, and if you do not have all of the necessary qualifications please let us know your plan to fill the knowledge gap
- your resume
- Work samples
- 2 professional references
- 1 character reference

We do not discriminate on the ground of race, color, religion, sex, age, disability or national origin in the hiring, retention or promotion of employees; nor in determining their rank or the compensation or fringe benefits paid them

Vaccination Requirements

AllKinds Studio has adopted the policy of mandatory vaccination for employees to safeguard the health of our employees, clients, and their families from the hazard of COVID-19 and the flu. All employees are asked to receive annual Covid + flu vaccinations Requests for exceptions and reasonable accommodations must be initiated by the prospective employee before any in-person contact. Please note that requesting an exemption does not guarantee approval.

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Disclaimer: The above statements are intended to describe the general nature and level of the work being performed by people within this classification. They are not intended to be an exhaustive list of all responsibilities, duties and skills required of employees assigned to this job.