



Production Manager Full-Time

All Regions

Tuesday October 20, 2026

\$41+/- hour (\$85,000 to \$100,000)

Company: Poseidon Ocean Systems

Website: <https://www.poseidonos.com>

Industry: Manufacturing & Utilities

Remote/Camp Based Job: No

How to apply:

Please submit your résumé by either: Emailing it to Erika.barton@poseidonos.com, or Applying through the Poseidon Ocean Systems Careers page.

Expiry Date:

Tuesday, November 03, 2026

Details:

Poseidon Ocean Systems is an innovative aquaculture technology company that designs, engineers, manufactures, and supports advanced fish life-support systems for salmon farming operations worldwide. Our aeration, oxygenation, automation, and engineered aquaculture solutions help farmers improve fish welfare, increase operational efficiency, reduce risk, and support more sustainable production.

Position Summary The Production Manager is responsible for leading and managing Poseidon Ocean Systems' production function to ensure equipment and systems are manufactured safely, efficiently, on schedule, and in accordance with quality requirements. This position provides overall leadership and oversight of production operations, ensuring the people, resources, processes, and facilities required for production are effectively managed. Working closely with the Shop Foreman, Engineering, Procurement, Quality, and Service, the Production Manager ensures production priorities are aligned, operational issues are addressed, and customer delivery commitments are achieved.

Key Responsibilities:

- Production Planning & Performance**
 - Develop and manage production schedules based on customer requirements, priorities, and available capacity.
 - Plan labour, materials, and resources to support production requirements and delivery commitments.
 - Monitor production progress, capacity, productivity, planned versus actual hours, and schedule attainment.
 - Identify bottlenecks, delays, and capacity constraints early and implement corrective actions.
 - Monitor and report on production KPIs, performance, risks, and resource requirements.
- Production Team Leadership**
 - Lead, coach, and develop the Production team, setting clear expectations for safety, quality, performance, and accountability.
 - Provide leadership and direction to the Shop Foreman and support effective daily work allocation.
 - Forecast staffing requirements and participate in recruitment, onboarding, training, and competency development.
 - Address employee performance and conduct matters

in partnership with Human Resources. • Build technical capability and succession within the Production team. Production Readiness & Cross-Functional Coordination

- Work closely with Procurement to ensure materials are available to support production schedules and identify shortages or long-lead items early.
- Coordinate with Engineering to ensure drawings, Bills of Materials, specifications, and work instructions are production-ready.
- Support new-product and first-build planning and provide practical manufacturability feedback.
- Identify recurring material, design, or assembly issues that affect production efficiency and work cross-functionally to resolve them.
- Support improvements to material staging, kitting, inventory flow, and inventory management.

Quality, Safety & Compliance

- Ensure production activities meet approved drawings, specifications, work instructions, quality standards, and ISO 9001 requirements.
- Promote quality at the source and work with Quality to address non-conformances and recurring production issues.
- Maintain accurate production, assembly, inspection, and testing documentation.
- Lead safe production operations and ensure employees follow established procedures and safe work practices.
- Support hazard identification, inspections, corrective actions, required training, and competency requirements.
- Work with Human Resources/Safety and the JHSC on production-related safety matters.

Continuous Improvement & Scalability

- Develop efficient, repeatable, and scalable production processes.
- Standardize manufacturing practices and identify opportunities to improve tooling, equipment, fixtures, workflow, and shop layout.
- Reduce unnecessary movement, waiting, rework, and production interruptions.
- Work with Engineering, Quality, Procurement, and Operations to improve manufacturability and production efficiency.
- Support systems and technology that improve production planning, performance visibility, and decision-making.

Qualifications & Experience:

Knowledge, Skills & Abilities

- 5+ years of manufacturing or production experience, including 3+ years in a leadership role.
- Relevant trade, technical, or manufacturing education is a requirement.
- Strong production planning, scheduling, and capacity-management skills.
- Proven ability to lead, coach, and develop production teams.
- Strong mechanical aptitude and ability to read drawings, Bills of Materials, and technical specifications.
- Experience improving workflows, productivity, and production processes.
- Strong analytical and problem-solving skills.
- Good understanding of inventory, material planning, and

supply-chain requirements. • Experience with ERP/MRP systems and Microsoft Office. • Strong communication, organization, and cross-functional collaboration skills. • Experience in engineered-to-order, industrial equipment, marine, or aquaculture manufacturing is an asset.
