

Production Lead (Swing Shift)

Position type: Full time, Exempt

Department/team: Production

Reports to: Director of Operations

Level: M2

Shift and Schedule:

- **Regular schedule:** Wednesday–Sunday, 2:30pm–10:00pm
- **Training schedule:** Monday–Friday, 6:00am–2:30pm, for the initial training period.

Salary: \$83,662 – \$102,202

*Note: A **10% swing-shift differential** will apply once the role transitions to swing shift.*

Location: San Leandro (On-site)

About Gantri

Gantri is the first digital manufacturer for design, operating a California-based Digital Factory where technology and craftsmanship come together. We manufacture high-quality, sustainable products on demand with industrial efficiency, enabling designers and brands to move faster with no minimums. Gantri is the most awarded design manufacturer in America.

Your Role

The **Production Lead (Swing Shift)** is a hands-on leader responsible for executing daily production operations while directly supporting and developing production teams.

This role is integrated into the work. Leading by doing, stepping in where needed, and operating as a trusted teammate and role model for excellence. At the same time, this role holds direct responsibility for team performance, including real-time labor allocation, training, coaching, and day-to-day people oversight.

The Production Lead (Swing Shift) will initially train on the Day Shift to develop a strong understanding of Gantri's production systems and processes before transitioning to ownership of Swing Shift operations.

Core Responsibilities

- Work alongside production operators and step in as needed to maintain workflow and daily output
- Adjust labor allocation, sequencing, and priorities in real time based on workload, skills, and production needs
- Ensure work is completed safely, accurately, and in accordance with SOPs and quality standards
- Monitor throughput, WIP, yields, and machine status through dashboards and floor observation
- Identify bottlenecks, recurring issues, and inefficiencies, implementing immediate solutions and contributing to longer-term improvements
- Escalate quality, safety, equipment, or operational concerns with appropriate context and recommendations

Team Leadership & Development

- Provide day-to-day direction, coaching, training, and support to production operators
- Develop team members across stations and processes to improve flexibility and capability
- Address performance or conduct issues promptly, consistently, and respectfully
- Contribute to performance reviews, employee development, and advancement decisions
- Model strong floor behavior, accountability, and production standards through direct participation

Communication & Operational Coordination

- Coordinate shift handoffs and communicate priorities, open work, and operational issues between production teams and management
- Lead Swing Shift execution independently as Day Shift leadership transitions off-site
- Contribute to daily production reporting and required documentation
- Partner with Engineering, QA/QC, Facilities, and HR to resolve operational and people-related issues
- Review and complete employee timecards, including overtime notes, missed lunches, and absences
- Support inventory checks, receiving, delivery reporting, incident documentation, and other day-to-day operational needs

Required Skills & Experience

- 2–3 years of experience in manufacturing, production, or operations, including hands-on experience working with hourly teams
- Experience leading, training, or guiding teams in real time
- Strong judgment and ability to balance production, quality, safety, and people needs in a fast-moving environment
- Ability to identify operational problems, make practical decisions, and adjust priorities as conditions change
- Clear, direct, and respectful communication skills
- Familiarity with SOP-driven manufacturing environments and workplace safety standards
- Comfortable using production dashboards, timekeeping systems, and basic workplace tools such as Google Workspace
- English proficiency sufficient to understand and communicate safety instructions, directions, and essential workplace information

Physical Requirements

- Ability to stand and walk on the production floor for extended periods, including shifts of 8+ hours
- Ability to lift and move materials weighing up to 50 lbs
- Ability to wear required personal protective equipment (PPE), including a respirator, as needed to perform job duties safely
- Ability to perform repetitive motions and use hands for demonstrations, inspections, and production work
- Ability to respond quickly to safety or operational issues

Nice to Have

- Experience in a startup or evolving manufacturing environment
- Exposure to continuous improvement or lean manufacturing concepts
- Interest in 3D printing or digital manufacturing
- Familiarity with tools such as Notion, Slack, Asana, or Grafana
- Bilingual English/Spanish