



Job Title: Factory Manager – Modular Home Factory  
Reports to: Construction and Land Development Director  
FLSA Status: Full-Time, Exempt

**About Flatirons Habitat for Humanity:**

Flatirons Habitat for Humanity is a nonprofit organization dedicated to building strength, stability, and self-reliance through affordable housing solutions. Serving communities across Boulder County and Broomfield County, we partner with families and individuals to create safe, sustainable homes while fostering a sense of empowerment and community. Guided by our vision of a world where everyone has a decent place to live, we work collaboratively with volunteers, donors, and community members to address the housing crisis and provide opportunities for generational growth and stability. Flatirons Habitat for Humanity builds homes with our community. Volunteers, students, donors, and partner families are part of the build team, and all staff share responsibility for creating a safe, welcoming, and meaningful experience while maintaining high standards of quality and efficiency. Joining Flatirons Habitat means contributing to meaningful change and embracing a culture rooted in compassion, justice, diversity, and equity.

**Position Summary:** The Factory Manager plays a crucial role in the organization, working closely with the Construction and Land Development Director to oversee the production of modular homes. This position is a strategic leader who enjoys working across the organization coordinating teams, improving production workflows, and supporting all other factory staff. The Factory Manager leads all factory operations to ensure modular homes are produced safely, efficiently, and on schedule to support Habitat’s housing production goals.

The Factory Manager is responsible for production planning, operational systems, and continuous improvement within the factory. This role focuses on establishing standards, workflows, and procedures that enable efficient daily operations while supporting a safe, welcoming environment for staff, volunteers, and students.

## **Key Responsibilities:**

### Factory Production Leadership

- Provide overall leadership for modular home production within the BoulderMOD factory.
- Translate annual housing production goals into factory production plans and ensure factory output supports Habitat's housing delivery schedule.
- Monitor factory performance and implement improvements that increase efficiency, consistency, and throughput.

### Production Planning and Scheduling

- Develop and maintain factory production schedules aligned with site construction timelines.
- Coordinate production planning with the Director of Construction and Land Development and ensure factory capacity supports the organization's housing pipeline.
- Work with the Assistant Factory Manager to ensure production plans translate effectively into daily operations.

### Workforce and Team Leadership

- Supervise the Assistant Factory Manager and QA Manager.
- Provide leadership and direction for factory staff through management of supervisory roles.
- Support workforce development and training while maintaining a positive, mission-driven work environment.

### Design and Manufacturing

- Review construction drawings for manufacturability within the factory environment.
- Identify opportunities to improve build sequencing, workflow, and production efficiency.
- Provide feedback during design review and value engineering discussions and identify equipment, sequencing, or process issues that affect production performance.

### Safety and Compliance

- Maintain OSHA compliance and safe work practices.
- Ensure all factory operations meet safety and quality standards.
- Support continuous improvement in safety procedures and training.

### Volunteer Engagement and Culture

- Establish and reinforce a factory culture that values volunteer participation as part of Habitat's mission.
- Ensure production planning allows for meaningful volunteer engagement while maintaining safety and efficiency.

- Collaborate with the Volunteer Manager and Assistant Factory Manager to coordinate volunteer participation.

#### Operational Systems and Process Documentation

- Develop and maintain Standard Operating Procedures (SOPs) for factory operations.
- Document production workflows, station responsibilities, and build sequencing.
- Establish clear processes for production scheduling, labor assignments, and module movement through the factory.
- Ensure factory staff are trained on documented procedures.
- Update processes as improvements are implemented.
- Maintain accessible documentation so factory operations can continue smoothly during staff transitions.

#### Qualifications

- 3–5 years of experience in modular construction, manufacturing, production building, or a similar structured production environment. Experience in a factory-built housing environment is strongly preferred.
- Demonstrated experience leading crews or coordinating production teams in a manufacturing or production-based construction environment.
- Strong understanding of modular construction systems, production workflows, and assembly-based building methods, or the ability to quickly learn factory-based construction processes.
- Ability to read and interpret construction drawings and translate them into clear production tasks for supervisors, staff, volunteers, and students.
- Experience organizing work across multiple stations or crews while maintaining production schedules and workflow efficiency.
- Proven ability to identify and resolve workflow bottlenecks, sequencing issues, and production challenges on the factory floor.
- Strong leadership and communication skills with the ability to support supervisors and maintain a productive team environment.
- Commitment to the mission and values of Habitat for Humanity and community-based homebuilding.

#### Preferred Qualifications

- Experience working in environments that include volunteers, trainees, or workforce development programs.
- Spanish speaking
- On-site residential construction experience, particularly modular installation or finish work.

- Familiarity with construction drawings, shop drawings, and production documentation.
- Experience coordinating production schedules or workflow planning.
- Bilingual communication skills (English/Spanish) are a plus.

**Work Environment:** The Assistant Factory Manager will work primarily in a manufacturing environment, which may include exposure to noise, dust, and varying temperatures. Occasional travel to construction sites or community events may be required.

**Physical Requirements:** This position requires the ability to lift up to 75 pounds, stand for extended periods, and operate construction tools and equipment safely.

**Compensation:** PTO, Paid Holidays, Health Benefits, 401K Match. \$100,000-\$110,000

**Application Procedure:**

To apply, along with your letter expressing your interest in this role, please send a resume and the names and contact information for three professional references to [lstaniforth@flatironshabitat.org](mailto:lstaniforth@flatironshabitat.org). Review of resumes will begin immediately, and the position is open until filled.

Flatirons Habitat for Humanity is an equal opportunity employer. We are committed to creating a diverse and inclusive environment and do not discriminate based on race, color, religion, gender, sexual orientation, gender identity, national origin, disability, veteran status, or any other characteristic protected by law. We encourage all qualified individuals to apply and join us in building a world where everyone has a decent place to live.