

Warehouse Manager

Location: Winston-Salem, North Carolina

Reports to: CFO

Company: Salem Fabrication Technologies Group, Inc.

About Salem Fabrication Technologies Group, Inc.

Salem Fabrication Technologies Group, Inc. (SFTG) is more than a fabrication machinery and tooling distributor — we are a trusted partner to glass fabricators and glazing professionals across North America. Backed by more than 90 years of industry experience and operating through several specialized divisions, we deliver tailored solutions that help customers achieve peak performance in their operations.

As a 100% **employee-owned** company, every team member at Salem has a personal stake in our success. We foster a culture of **ownership, safety, and continuous improvement**, where your ideas and contributions have a direct impact. When you join Salem, you're not just taking a job — you're stepping into a career with purpose, growth potential, and the opportunity to shape the future of the glass fabrication industry.

About the Role

We're looking for a proactive, organized, and people-focused **Warehouse Manager** to lead day-to-day operations at our North Carolina warehouse and provide oversight of our Canadian third-party warehouse partner. This role is ideal for a **hands-on leader** who thrives in a fast-paced environment, champions team development, and brings a sense of ownership to everything they do.

As Warehouse Manager, you'll ensure safe, efficient, and cost-effective warehousing, shipping, receiving, and inventory control. Just as importantly, you'll help us uphold the values of **integrity, teamwork, and continuous improvement** that define our company.

What You'll Do

Warehouse & Inventory Operations

- Learn and oversee all warehouse functions, including shipping, receiving, packaging, labeling, inventory, and returns; filling in as needed when team members are out or extra hands are needed.
- Ensure inventory accuracy through cycle counting, physical inventories, and effective use of technology.
- Coordinate inbound and outbound shipments to meet customer timelines and quality expectations.
- Implement and maintain best practices in warehouse layout and organization using LEAN/5S methodologies.

Leadership & Team Development

- Lead and manage a cross-functional warehouse team, including hiring, training, coaching, and performance reviews.
- Foster a team culture rooted in **ownership, accountability, safety, and respect** by interacting daily with team members.
- Provide clear direction and communication, aligning team goals with broader company objectives.

Safety & Compliance

- Champion a **safety-first culture**, ensuring adherence to all company and regulatory safety standards.

GO BEYOND THE EDGE

NORTH CAROLINA – HQ

5901 Gun Club Road
Winston-Salem, NC 27103

Office: 800.234.1982 | 336.766.1104

CALIFORNIA

10125 Shoemaker Avenue
Santa Fe Springs, CA 90670

Office: 800.445.6339 | 562.944.6155

PENNSYLVANIA

2330 Greensburg Road
New Kensington, PA 15068

Office: 724.212.3749

WASHINGTON

3801 NE 109th Ave, Suite C
Vancouver, WA 98682

Office: 360.993.5644

ONTARIO – CANADA

Greater Toronto Area
Office: 844.858.7444

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- Conduct regular inspections and training to minimize risk and maintain a clean, organized work environment.

Process Improvement & Cost Management

- Analyze workflows to identify areas for efficiency gains and cost reductions.
- Collaborate with purchasing, sales, and operations teams to ensure seamless communication and alignment.
- Support annual budgeting for the warehouse and control operating expenses.

What You Bring

Required Qualifications

- 4-year degree in supply chain, logistics, business, or related field; OR equivalent work experience (minimum 4 years of warehouse leadership).
- Proven experience managing warehouse teams and operations, ideally across multiple locations.
- Strong interpersonal and leadership skills; ability to motivate and develop others.
- Proficiency in inventory management systems and Microsoft Office (especially Excel).
- Strong problem-solving skills and an eye for process improvement.

Preferred Qualifications

- Experience in a distribution environment serving manufacturing or fabrication industries.
- Familiarity with LEAN, Six Sigma, or other operational efficiency methodologies.
- Forklift certification and knowledge of OSHA safety standards.
- Experience with ERP or WMS platforms.

What We Offer

- **Employee Stock Ownership Plan (ESOP):** Every team member is an employee-owner.
- Competitive compensation (salary range available upon request or during interview process).
- Comprehensive benefits: health, dental, vision, life insurance, and 401(k).
- Paid time off, holidays, and other leave benefits.
- Career development and advancement opportunities.
- A supportive team environment where your contributions make a real impact.

Our Culture

At Salem, we take pride in being employee-owners. That means we work with intention, support one another, and take responsibility for results — because we all benefit when the company thrives. We operate with **transparency, integrity, and respect**, and we're committed to fostering a workplace where all employees feel **safe, included, and empowered**.

If you're a leader who values teamwork, takes ownership, and wants to grow with a company that's shaping the future of glass fabrication, we encourage you to apply.

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Physical Requirements

This role requires regular standing, walking, lifting (up to 50 lbs.), and the ability to work in a warehouse environment with changing temperatures and noise levels. Reasonable accommodations may be made for individuals with disabilities to perform the essential functions of the job.

Disclaimer

This job description is intended to provide general information about the position. It is not an employment contract. As with all positions, the responsibilities, duties, and requirements of this job may change. The company, in its discretion, may alter this job description at any time with or without notice.

 **Apply now** by sending your resume to hr@salemftg.com
Salem FTG is an Equal Opportunity Employer.

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