

Heavy Equipment Manager

FCI Sand Operations · Pleasanton, TX · Eagle Ford Basin

Reports To: Plant Manager

Status: Full-Time, Exempt

Location: On-Site — Pleasanton, TX

About the Role

FCI Sand Operations runs an active open pit frac sand mine in the Eagle Ford Basin, relying on a fleet of heavy mobile equipment — front-end loaders, dozers, excavators, and support vehicles — to deliver ROM sand from the pit to the wash plant at rates that sustain 1,000,000+ finished tons per year. The Heavy Equipment Manager owns the mobile fleet: operator performance, equipment availability, preventive maintenance coordination, and mine site safety. This is a hands-on field leadership role for someone who knows how to run a productive, safe, and well-maintained equipment fleet in a mining environment.

Key Responsibilities

- Own daily mobile fleet operations — scheduling equipment and operators across active mining areas, ROM stockpile management, overburden handling, and plant feed activities
- Directly supervise all Heavy Equipment Operators, providing daily work direction, performance feedback, and field mentoring
- Coordinate with the Senior Mine Engineer on pit sequencing, bench assignments, haul road conditions, and ROM tonnage targets
- Partner with the Maintenance Manager to ensure timely preventive maintenance, repair scheduling, and equipment return-to-service on all mobile assets
- Track fleet availability, utilization, and productivity metrics — report daily equipment hours, downtime, and ROM tons moved into the S&OP process
- Enforce all MSHA Part 46 mobile equipment safety standards including pre-shift inspections, berm and berming requirements, spotting procedures, and traffic management
- Lead incident investigations involving mobile equipment; develop and implement corrective actions
- Conduct new operator orientation, task training, and equipment-specific competency evaluations per MSHA Part 46 requirements
- Manage operator scheduling, time keeping, and shift coverage across active mine operations
- Evaluate and recommend capital equipment additions, replacements, or rentals based on production requirements and fleet condition
- Maintain accurate records of operator certifications, equipment inspections, and PM completions
- Interface with contract mining personnel and third-party equipment operators to ensure site safety and productivity standards are met

Qualifications

- 7+ years of heavy equipment operations experience in surface mining, quarry, or open pit mining environments

- 3+ years in a supervisory or lead operator role with direct responsibility for operator teams and equipment fleet management
- Proficiency operating and evaluating front-end loaders, bulldozers, and excavators — hands-on competence in the cab required
- Strong working knowledge of MSHA Part 46 training requirements and surface mine mobile equipment safety standards
- Experience coordinating with mine engineers on production sequencing and blast/dig plans
- Familiarity with haul road design, pit dewatering basics, and overburden/waste management
- Experience managing mobile equipment PM programs in coordination with a maintenance team
- Strong leadership presence and communication skills — able to direct a crew in a fast-paced, safety-critical field environment
- Clean driving record; valid driver's license required
- MSHA Part 46 Competent Person designation or ability to obtain

What Sets This Role Apart

You will own the equipment and operator team that feeds every ton of sand into the plant. Your productivity, safety discipline, and fleet management directly determine whether FCI Sand hits its daily ROM targets — and you will have the authority, leadership support, and resources to do it right.