

Maintenance Manager

FCI Sand Operations · Pleasanton, TX / Three Rivers, TX · Eagle Ford Basin

Reports To: Plant Manager

Status: Full-Time, Exempt

Location: On-Site — Pleasanton, TX & Three Rivers, TX

About the Role

FCI Sand Operations is executing a comprehensive operational turnaround of its open pit frac sand mining and processing site in the Eagle Ford Basin. We are seeking a Maintenance Manager to own reliability and uptime across mobile mine equipment, wet plant, dry plant, and loadout systems. This is a hands-on leadership role for someone who wants to build a maintenance organization — systems, staffing, and culture — from the ground up in a fast-paced turnaround environment.

Key Responsibilities

- Own preventive and predictive maintenance programs across wash plant (CDE or similar), dry plant, ROM mining equipment, conveyors, and loadout systems
- Stand up and manage a CMMS to track assets, work orders, PM schedules, and parts inventory
- Drive uptime and reliability targets using Pareto/root-cause analysis to prioritize chronic failure points
- Manage maintenance department staffing, including hiring, training, and shift coverage for mechanics, electricians, and welders
- Build and manage the maintenance budget, including parts inventory, contractor spend, and capital repair planning
- Coordinate planned downtime and shutdowns with production/operations leadership to minimize impact on throughput
- Ensure maintenance practices comply with MSHA Part 46 safety standards, including lockout/tagout and guarding requirements
- Manage spare parts inventory and vendor relationships for critical wear components (screens, pumps, cyclones, conveyor belting, etc.)
- Support generator/power infrastructure reliability where the site operates on full or partial generator power
- Report maintenance KPIs (uptime, MTBF, backlog, PM compliance) into the daily/weekly site S&OP process
- Mentor and develop maintenance supervisors and technicians as the team scales

Qualifications

- 7+ years of maintenance leadership experience in mining, aggregates, frac sand, or heavy industrial processing
- Direct experience maintaining wet plant (wash/classification) and dry plant (drying, screening, silo) systems strongly preferred
- Strong working knowledge of MSHA Part 46 regulations
- Experience implementing or managing a CMMS
- Demonstrated ability to build maintenance teams and processes in a startup, turnaround, or under-resourced environment
- Strong mechanical, electrical, and reliability engineering fundamentals
- Comfortable in the field — this is not a desk-only role, especially in the early build-out phase

- Strong communication skills to coordinate across production, mine, and contract mining stakeholders

What Sets This Role Apart

You will be building the maintenance function from the ground up — establishing the systems, standards, and team that will define equipment reliability at this site for years to come, as part of a core leadership team driving a high-visibility operational turnaround.