

Plant Manager

FCI Sand Operations · Pleasanton, TX · Eagle Ford Basin

Reports To: President & COO

Status: Full-Time, Exempt

Location: On-Site — Pleasanton, TX

About the Role

FCI Sand Operations is executing a comprehensive operational turnaround of its frac sand processing facilities targeting 1,000,000+ finished tons per year of 100-mesh frac sand in the Eagle Ford Basin. The Assistant Plant Manager supports the Plant Manager in overseeing day-to-day wash plant, dry plant, and loadout operations — providing hands-on production leadership, crew supervision, and cross-shift coordination in a fast-paced, continuous-operation environment.

Key Responsibilities

- Overseeing all production operations across the wash plant, dry plant, and loadout
- Directly supervise production supervisors and crew leads across shifts, providing daily operational direction
- Monitor production KPIs (throughput, uptime, yield, quality) and escalate issues proactively
- Lead shift handover processes to ensure continuity of operations across all operating periods
- Coordinate with maintenance on planned and unplanned downtime, work order prioritization, and return-to-service timelines
- Support production scheduling and daily/weekly S&OP inputs
- Enforce MSHA Part 46 safety standards, conduct safety observations, and lead incident investigations
- Identify and escalate operational bottlenecks and continuous improvement opportunities
- Step in as acting Plant Manager during absences or vacations
- Support hiring, onboarding, and performance management of production personnel

Qualifications

- 5+ years of production operations experience in frac sand, aggregates, mining, or heavy industrial processing
- Prior supervisory experience managing multi-shift operations required
- Familiarity with wet plant (wash/classification) and/or dry plant (drying, screening, silo) systems preferred
- MSHA Part 46 certification or willingness to obtain
- Strong leadership and communication skills — able to lead crews and interface with maintenance, QC, and management
- Ability to work a flexible schedule including rotating shifts or on-call coverage as needed

What Sets This Role Apart

This role is the operational backbone of the plant floor — the leader who makes sure every shift runs safely, on-target, and connected to the broader production plan.