



Maintenance Manager - Plant/Fleet

Tewksbury, MA

Walden is continuing to grow and we're looking for an experienced Maintenance Manager to join our team! You will own maintenance across our entire fleet of delivery (21 vans) and logistics vehicles (5 box trucks and 1 shuttle van), as well as 3 different facilities (fulfillment warehouse, delivery cross-dock and butcher shop). In addition to regular preventative maintenance, you will be tasked with working cross-functionally with peer managers to ensure our facilities and fleet are optimized for the company's continued growth. As we grow our facilities and fleet will continue to scale, requiring you to maintain excellent working relationships with vendors, contractors and town/government officials. You will join the company with 1 tenured direct report, but this will scale as the company does. If you have an entrepreneurial spirit, relish solving unique problems and enjoy being the go-to "fix it" person, this position is a great next step.

What You'll Do:

- Manage relationships with contractors and service providers
- Manage relationships with local government and regulatory agencies
- Monitor equipment inventory and place orders when necessary
- Manage maintenance and growth of fleet vehicles
- Monitor electrical and hydraulic systems in facilities to ensure functionality
- Plan and oversee all repair and installation activities
- Manage relationships with contractors and service providers
- Maintain maintenance logs and report on daily activities
- Ensure that designated buildings, plants and facilities are fit for their purpose and provide proactive support/solutions when required
- Ensure compliance with health and safety policies
- Plan and ensure that PM routines are executed
- Manage a CAPEX and maintenance budget
- Participate in and consult on process engineering

What You'll Bring

- 3-5 years experience in maintenance technician roles or 1-2 years in management roles
- Working knowledge of engineering concepts, including electrical, hydraulic, refrigeration and mechanical systems
- Basic carpentry, plumbing, vehicle maintenance and troubleshooting skills
- Ability to keep track of and report on activity
- Experience in planning maintenance operations
- Excellent communication and organizational abilities
- Competent in problem solving, decision making and finding creative solutions
- Willingness to get hands dirty and jump in to do whatever needs to get done

Bonus points if you have....

- Bachelor's degree in engineering, business administration or supply chain
- 1-3 years of related experience working in warehouse or logistics capacity
- 1-3 years supervisory or management experience
- Experience developing/documenting procedures
- Microsoft Office Proficiency (i.e. Excel, Word, PowerPoint, etc).
- FMSCA and DOT Management experience
- Passion for our mission and sustainable agriculture/food
- Food industry knowledge
- Experience at a startup or young company

Don't check all the boxes? Don't worry! We know that there is no such thing as a 'perfect' candidate. Walden Local is committed to building a team that brings passion for our mission and a diverse set of experiences and opinions. Feel welcomed to bring your whole and authentic self and please apply if this is a role you feel passionately about.

What We Offer:

- Financial: Company Bonus Plan, 401k
- Health & Wellness: Medical, Dental & Vision, Unlimited PTO, 8 Paid Holidays, Sabbatical Program, Volunteer Time Off
- The Fun Stuff: 25% off up to 2 Walden monthly meat shares, up to 5 lbs of free meat weekly, 25% discount at our Boston butcher shop, family-friendly annual company picnic

When You Join Walden...

You'll be Making Local Work - contributing to a mission-driven startup committed to reinvigorating local agricultural economies, in support of healthier communities, animals and soil. Walden Local is New England and New York's leading brand of sustainable, locally-raised meat, connecting families with farmers by distributing directly to thousands of households across the Northeast. We believe in simplicity, doing ridiculous things for our members, and that the little things matter. We're building a diverse team that shares these passions. If you're inspired by ambitious missions and working hard to solve complicated problems, we'd love to meet you!