



Job Description: General Manager – M Luis Products

Corporate Office: 12200 Plum Orchard Drive Suite 110, Silver Spring, MD 20904

Mluisconstruction.com | recruitment@mluisconstruction.com | 410-545-0641

M. Luis Construction Co., Inc. and M Luis Products, LLC is a woman and minority-owned, multi-generational, and regionally recognized asphalt manufacturer and construction services company. We employ an inclusive group of educated professionals, engineers, and construction specialists, focusing on solving our customer's challenges by providing high-quality products and exceptional service. Since 1985, M Luis has successfully and safely paved thousands of lane miles of roads and highways.

We are seeking an experienced and results-driven General Manager to oversee the operations and commercial sales, including brokered materials for two strategically located asphalt production plants in Maryland. This executive role reporting to the President is responsible for sales, managing plant performance, driving operational excellence, ensuring compliance with all safety and environmental regulations, and supporting strategic business goals. The ideal candidate will bring a deep understanding of asphalt manufacturing processes, commercial sales, a commitment to safety, and strong leadership in multi-site operations.

Job Description – Duties and Responsibilities include, but are not limited to:

- Full commercial sales responsibility for the two asphalt manufacturing facilities as well as brokered materials.
- Direct all aspects of daily operations working through plant managers at both asphalt plant locations to ensure consistent production quality and optimal output.
- Oversee plant scheduling, materials procurement, inventory control and equipment maintenance.
- Establish and monitor KPIs to improve productivity, efficiency, and cost-effectiveness.
- Lead initiatives to implement best practices in plant safety, sales, production, and quality assurance.
- Manage, mentor, and develop plant managers, operators, and maintenance personnel.
- Promote a high-performance culture emphasizing teamwork, accountability, and continuous improvement.
- Ensure adequate staffing and cross-training to support uninterrupted operations.
- Partner with senior leadership to align plant operations with corporate goals, budgets, and long-term capital plans.
- Provide input on plant upgrades, equipment purchases, and process improvements.
- Analyze production data to support pricing, supply forecasting, and market competitiveness.
- Maintain full compliance with federal, state, and local environmental regulations and OSHA standards.
- Champion and enforce the company's health and safety policies, fostering a zero-incident culture.
- Coordinate audits, risk assessments, and emergency response preparedness.
- Collaborate with sales, logistics, and project teams to ensure timely delivery of asphalt to internal and external customers.
- Build and maintain strong relationships with suppliers, customers, local authorities, and regulatory agencies.
- Additional duties as assigned.



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Job Qualifications:

- Bachelor's degree in Engineering, Construction Management, Business, or related field; equivalent experience may be considered.
- Minimum 8-10 years of progressive leadership experience in asphalt manufacturing and a general understanding of heavy civil construction.
- Demonstrated success in managing multi-site operations, preferably in asphalt or materials production environment.

Work Environment:

- Ability to work in an outdoor/industrial plant environment with exposure to weather, noise, and heavy equipment.
- Must be available to travel between plant locations and attend occasional off-site meetings and industry events.

Safety:

- Must have a solid understanding of plant safety and OSHA compliance to support the M Luis safety culture
- Hired employees will receive safety training and hence forth must always maintain the safety standards outlined within the company safety program.

Compensation and Benefits:

Competitive salary commensurate with experience and full benefits package including medical, vision and dental insurance, supplemental insurance, paid time off and holidays, and 401k.

Preplacement Requirements:

Potential candidates must be willing to submit to a company background check and preplacement drug analysis to be considered for hire.

M Luis Products, LLC participates in E-Verify.

M Luis Products, LLC is an Equal Employment Opportunity and Affirmative Action Employer. All qualified applicants will receive consideration for employment without regards to that individual's race, color, religion or creed, national origin or ancestry, sex (including pregnancy), sexual orientation, gender identity, age, physical or mental disability, veteran status, genetic information, ethnicity, citizenship, or any other characteristic protected by law.

If you are interested in this opportunity and your profile matches the company's requirements, apply to be part of one of the leading companies in asphalt manufacturing and roadway construction. Send an email to recruitment@mluisconstruction.com with your resume and contact information. You can also visit us to complete an application at the following address:

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Job Type: Full-time