

John Smythers

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Professional Summary

With over 30 years in manufacturing and 14 years in upper management, I have built a career on transforming production operations into efficient, profitable, and quality-driven enterprises. My experience spans high-end cruise ship builds to mega homes featuring architectural millwork, stairs, and fine metals—projects where precision, craftsmanship, and operational excellence are non-negotiable.

At my current role, I spearheaded the implementation of Cabinet Vision and advanced modeling software, resulting in an increase in overall process productivity. In addition, I have successfully led ERP integrations, streamlined operations through Lean Manufacturing and KPI principles, and leveraged technology to drive cost reductions without compromising quality.

My leadership style balances strategic vision with hands-on problem solving. I excel in building strong cross-functional teams, fostering a culture of accountability, and ensuring seamless communication from the shop floor to the executive office. The result: on-time, on-budget delivery of complex, custom projects that exceed client expectations.

I am excited about the opportunity to bring my skills and proven results to your company where my blend of operational expertise and commitment to continuous improvement can make a significant impact. I would welcome the chance to discuss how my background can align with your goals for operational excellence and growth.

Core Skills

- Lean Manufacturing (Kaizen Training)
- ERP & Workflow Implementation (KPI's)
- Vendor & Purchasing Management
- Cost Control & Process Improvement
- Staff Recruitment, Training & Mentorship
- Custom Architectural Millwork & Metals

Professional Experience

Plant Manager

Zepa Industries – Charlotte, NC | Jan 2017 – Present

- Manage operations across 3 facilities with 100+ employees.
- Direct architectural millwork, stairs, and fine metals production.
- Implemented workflow systems that improved cost tracking and delivery times. - Recruited 30+ employees, building a skilled and reliable workforce. - Oversaw purchasing strategies, improving vendor relationships and buying power. - Ensured quality standards from in-house project management through field installation.

Operations Manager

Handcraft Woodworking – Deerfield Beach, FL | Aug 2013 – Jan 2017 - Managed quality control and time tracking for custom millwork and furniture. - Oversaw company operations including vendor contracts, subcontractor hiring, and field conditions. - Partnered with CEO to provide billing and operations insights.

General Manager of Production

Z Construction – Pompano Beach, FL | Apr 2011 – Aug 2013

- Supervised full production for custom cabinetry and millwork. - Controlled job costing and provided critical project data to ownership.

Production Manager

Distinctive Millwork – Boca Raton, FL | Feb 2008 – Apr 2011

- Directed production for high-end cabinetry and millwork with 150+ employees.
- Managed 5 CNC machines and coordinated with drafting team for precision. - Trained in Kaizen Lean Manufacturing methods for continuous improvement.

Education

Homestead Senior High School – Homestead, FL

Diploma | GPA: 3.8 | 1985

Additional Information

- Former coach: High School Football & Girls' Softball.
- Coached and managed a Semi-Pro football team in Homestead, FL.

References upon request