



Electroplating Department Manager

Department:	Electroplating / Surface Finishing
Reports To:	Plant Manager / Director of Operations
Classification:	Full-Time, Exempt
Location:	Waterbury, CT

COMPANY OVERVIEW

Waterbury Button Company is a heritage manufacturer with deep roots in the metalworking and finishing industry. We produce high-quality buttons, fasteners, and decorative hardware for military, fashion, and industrial markets. Our electroplating operations are central to delivering the superior finishes our customers expect.

POSITION SUMMARY

The Electroplating Department Manager is a hands-on leadership role responsible for the day-to-day operation of our established Gold, Silver, Nickel, and Black Oxide plating lines. This is not a research or process-development position – our plating processes are well established. We need a practical, organized leader who understands plating chemistry, can maintain and steadily improve our existing operations, and can build structure around scheduling, documentation, quality checks, and team accountability. The right candidate will bring working knowledge of bath maintenance, environmental compliance, and shop-floor management, with a focus on consistency, reliability, and continuous improvement.

ESSENTIAL DUTIES & RESPONSIBILITIES

Production & Daily Operations

- Manage daily operations of Gold, Silver, Nickel, and Black Oxide electroplating lines to meet production schedules and quality standards
- Monitor and maintain bath chemistry through routine analysis and corrective chemical additions per established procedures
- Maintain detailed chemical logs for all plating baths, including concentration levels, temperature, pH, and additive records
- Coordinate raw material additions (anodes, brighteners, salts, acids) to sustain optimal bath performance

- Troubleshoot plating defects such as poor adhesion, blistering, discoloration, and uneven coverage

Quality Control & Finish Verification

- Serve as the final authority on plating quality, verifying that all parts meet color, finish, brightness, and appearance standards before release to assembly
- Inspect plated components for correct color match, uniform coverage, and adherence to customer specifications across Gold, Silver, Nickel, and Black Oxide finishes
- Establish and maintain visual finish standards, reference samples, and acceptance criteria for each plating line
- Perform or oversee thickness testing to confirm plating meets specification requirements
- Implement hold-and-release procedures, rejecting non-conforming lots and directing rework before parts proceed to assembly
- Collaborate with the quality and assembly teams to address finish-related customer complaints, returns, and corrective actions
- Document inspection results and maintain quality records to support traceability and continuous improvement efforts

Precious Metal Tracking & Accountability

- Maintain accurate chain-of-custody records for all gold, silver, and other precious metals used in plating operations
- Reconcile precious metal inventory against usage, drag-out losses, and recovery yields
- Coordinate with purchasing and finance on precious metal procurement and cost reporting

Wastewater Treatment & Environmental Compliance

- Oversee the facility wastewater treatment system, ensuring discharge meets all local, state, and federal permit requirements
- Manage hazardous waste handling, labeling, storage, and manifesting in accordance with RCRA and Connecticut DEEP regulations
- Maintain all required environmental records, including discharge monitoring reports (DMRs) and waste logs
- Serve as the primary liaison with regulatory agencies during inspections and audits

Equipment & Maintenance

- Develop and execute preventive maintenance schedules for rectifiers, tanks, filtration systems, heaters, pumps, and ventilation equipment
- Coordinate with maintenance staff and outside contractors for equipment repairs and upgrades
- Ensure all equipment is calibrated and operating within specification

Environmental, Health & Safety (EHS)

- Champion a culture of safety throughout the plating department, ensuring compliance with OSHA standards
- Conduct regular safety audits, risk assessments, and hazard analyses specific to chemical handling and plating operations
- Ensure proper use and availability of personal protective equipment (PPE), eyewash stations, and emergency showers
- Maintain Safety Data Sheets (SDS) and chemical inventory lists; oversee employee Right-to-Know training
- Lead incident investigations and implement corrective actions

Team Leadership

- Supervise, schedule, and develop plating operators, technicians, and wastewater treatment personnel
- Provide hands-on training in plating techniques, chemical safety, and quality procedures
- Conduct performance reviews and support workforce development initiatives

Structure & Continuous Improvement

- Build and maintain organized systems for scheduling, work orders, chemical logs, and department documentation
- Identify practical improvements to existing plating processes – this is about refining what we do, not reinventing it
- Establish clear standard operating procedures (SOPs) where they don't exist and improve those that do
- Bring accountability and consistency to daily operations through structured routines and follow-through

QUALIFICATIONS

Required:

- Minimum 3 years of hands-on experience in electroplating or metal finishing operations
- Working understanding of plating chemistry, bath maintenance, and routine chemical analysis (we will train on our specific processes)
- Familiarity with industrial wastewater treatment systems (experience operating preferred; willingness to learn acceptable)
- General awareness of EPA, OSHA, and hazardous waste regulations; willingness to develop deeper compliance knowledge on the job
- Prior supervisory or team-lead experience in a manufacturing or shop-floor environment
- Strong organizational skills with the ability to create and maintain structured logs, schedules, and documentation systems

Preferred:

- Associate's degree or technical training in chemistry, manufacturing, or a related field (not required – equivalent hands-on experience is valued equally)
- Any industry certifications (NASF, AESF) are a plus but not required
- Experience with Black Oxide finishing processes
- Familiarity with precious metal recovery and refining processes
- Connecticut Wastewater Operator certification or ability to obtain

PHYSICAL REQUIREMENTS & WORK ENVIRONMENT

- Ability to stand for extended periods and lift up to 50 lbs
- Comfortable working in a chemical processing environment with appropriate PPE
- Exposure to fumes, chemical solutions, heat, and noise typical of a plating facility
- May require occasional weekend or off-shift availability for emergencies or maintenance shutdowns

COMPENSATION & BENEFITS

Waterbury Button Company offers a competitive salary commensurate with experience. The salary for this position starts at \$70,000 – \$95,000 annually, with higher compensation negotiable based on experience and qualifications. We value practical know-how and a strong work ethic, and are happy to invest in the right candidate's growth.

In addition to base salary, the company offers a comprehensive benefits package including health insurance, retirement plan, paid time off, and professional development opportunities.

Qualified Candidates should send resumes to:
Matthew Hill - mhill@waterburybutton.com

Waterbury Button Company is an Equal Opportunity Employer. This job description is not intended to be an exhaustive list of all duties, responsibilities, or qualifications associated with the position.