



Cornerstone Executive Search has been exclusively retained by Molycop to conduct their search for a new General Manager USA.



GENERAL MANAGER USA

Molycop

Fast Facts

- **Location:** Kansas City, Missouri
- **Reports to:** Chief Operating Officer
- **Position:** General Manager USA
- **Industry:** Manufacturing
- **Company Scope:** Approximately 1,500 employees and 15 facilities in 9 countries | approximately 90 employees in the US.

The Organization

Molycop manufactures forged grinding media used by mining customers in mineral processing. Its U.S. business combines manufacturing in Kansas City with commercial, technical and supply chain capabilities that serve customers across the United States and Panama.

The Kansas City operation has an experienced, collaborative and largely self-directed team. It is part of a global business, with country leaders contributing to shared strategy while taking ownership of local decisions and results. The General Manager will draw on Molycop's global resources and technical expertise while leading the U.S. business in a changing industrial and trade environment.

The Opportunity

Molycop is seeking a General Manager to lead its U.S. grinding media business through its next chapter. This leader will inherit a capable team and have meaningful authority to shape commercial strategy, strengthen customer relationships, protect raw material supply and improve manufacturing competitiveness.

An immediate priority is advancing a proposed heat-treated grinding rod product line. The opportunity calls for someone who can align a customer agreement, the investment case and internal capital approvals, then guide execution if approved. The leader will also help the business adapt to changes in tariffs, trade conditions and mining demand while maintaining the close customer relationships that distinguish Molycop.

The Position

Reporting to the Chief Operating Officer, the General Manager holds full P&L accountability for the U.S. grinding media business and sales into Panama. The role oversees the Kansas City manufacturing operation and the commercial, technical, supply chain, finance, human resources, quality, health, safety, environmental and community-facing activities that support it.

The General Manager sets the local direction within Molycop's global strategy and works with a strong functional leadership team to deliver safe, reliable operations, customer value and sustained financial performance. The scope excludes Molycop's Gainesville technology operation and the Canadian business.

The Ideal Candidate

The ideal candidate is a business leader who can lead through others, earn trust with an established team and remove obstacles to performance. They bring integrity, transparent communication and a collaborative style. They invite ideas from the plant floor, give capable leaders room to act and make informed decisions when the business needs direction.

A commercial orientation is especially valuable, paired with enough operational and financial fluency to lead a manufacturing business with full P&L responsibility. Experience in either heavy industrial manufacturing, such as steel or forging, or the mining market is important; direct grinding media experience is a plus. This person can also influence colleagues across a global matrix without relying on reporting authority.

Key Responsibilities

Business Strategy and Financial Leadership

- Develop and execute a U.S. business plan with a five-year horizon that aligns with Molycop's global strategy; translate it into annual priorities, budgets, capital plans and clear accountability.
- Own revenue, margin, costs, cash flow, working capital, inventory and return on invested capital; understand the drivers of pricing, volume, mix, raw materials, energy, freight, labor and yield.
- Evaluate domestic production, imports, traded product and sourcing options as market and trade conditions change; manage business continuity and other material risks.
- Advance investment opportunities, including the proposed grinding rod capability, with commercial commitments, financial justification and disciplined execution.

Commercial and Customer Leadership

- Partner with regional and central sales teams to protect and grow profitable business in the United States and Panama.
- Maintain senior relationships with major mining customers, support key contract renewals and pursue market expansion opportunities.
- Align commercial, technical, operations and supply chain teams around product performance, quality, service reliability and customer needs.
- Strengthen commercial team capability and build the relationships needed to sustain customer loyalty through changes in the market.

Manufacturing, Safety and Supply Chain

- Lead manufacturing, maintenance, reliability, quality, engineering, warehousing and dispatch through the plant leadership team.
- Set expectations for safety, environmental performance, risk controls and incident learning; visibly support the established safety culture and intervene when standards slip.
- Apply Lean, Six Sigma and other continuous improvement methods to improve throughput, equipment effectiveness, quality, cost and responsiveness.
- Oversee capital and major maintenance programs and coordinate raw material supply, production planning, inventory, distribution partners and Houston import and export activity.
- Maintain strong sales and operations planning so capacity, supply and inventory support customer commitments and cash performance.

People Leadership and Global Partnership

- Lead and develop the U.S. management team across operations, sales, technical, engineering, quality, finance and human resources.
- Preserve a collaborative, self-directed culture through openness, clear decisions, coaching and accountability; build talent depth and succession plans.
- Work with the Chief Operating Officer, country leaders and global functional teams on strategy, standards, investments and shared improvement opportunities.
- Represent Molycop with key suppliers, regulators, industry groups and community partners.

Key Relationships

Cheif Operating Officer: Provides business-performance updates; aligns strategic priorities, capital plans, operational initiatives, risk-management activities, and major decisions with corporate direction.

Molycop Executive and Corporate Leadership: Collaborates on global strategy, performance expectations, governance, investment priorities, customer requirements, and cross-functional initiatives.

General Managers and Country Managers, Molycop: Shares best practices, collaborates on global trends and improvement opportunities, conducts peer reviews, and supports enterprise-wide performance improvement.

Functional Heads, Molycop: Partners with Sales, Supply Chain, Technology, Finance, Human Resources, Safety, Quality, and other functions to maximize results and deploy global standards and expertise.

Molycop USA Leadership Team: Provides leadership, direction, performance management, strategic alignment, and operating support to the Plant Manager, Supply Chain Manager, Sales Manager, Senior Applications Engineer, Director of Finance, Human Resources Manager, and other functional leaders.

External Customers: Builds strategic customer relationships; supports sales and marketing priorities; strengthens customer value, supply reliability, service performance, and long-term commercial relationships.

Key Suppliers: Maintains appropriate senior relationships with suppliers of raw materials, equipment, machinery, energy, logistics, freight, and professional services; supports supply continuity and cost competitiveness.

Governments and Regulatory Agencies: Interacts as required with local, state, provincial, national, environmental, occupational safety, labor, and other governmental bodies.

Community Stakeholders: Represents Molycop USA in the local community and maintains constructive relationships that support the company's long-term operating position.

Qualifications

Required Experience and Capabilities

- Senior leadership of a business, business unit, industrial operation or substantial operating function, including meaningful P&L responsibility.
- Experience in either heavy industrial manufacturing or mining, with the ability to learn the other side of the business.
- Strong commercial judgment, customer relationship skills and command of financial and operational performance drivers.
- Ability to lead experienced functional managers, influence in a global matrix and translate strategy into execution.
- Experience with business planning, budgets, capital investment, safety leadership and operational improvement.

Preferred Background

- Exposure to steel, metals, forging, mining consumables, capital-intensive manufacturing or mineral processing customers.
- Master's degree in business administration, engineering, operations management, finance or a related field, or an equivalent combination of education and leadership experience.
- Experience with Lean, Six Sigma or related continuous improvement practices.

Key Success Metrics

- Sustained safety performance, environmental compliance and employee commitment to safe work.
- Profitable business performance, disciplined cash and working capital management, and progress against the U.S. strategic plan.
- Competitive manufacturing cost, reliability, quality, productivity and supply performance.
- Retention and expansion of major customer relationships, market share and contract position.
- Security of raw material supply and the ability to respond to trade, tariff and market changes.
- Progress on the proposed grinding rod investment, subject to customer commitments and capital approval.
- Leadership team engagement, commercial bench strength, talent development and succession readiness.

Additional Expectations

- Be based in the Kansas City area and remain visible and accessible at the manufacturing operation.
- Travel periodically for global strategy meetings, supplier and customer visits, and other business needs; travel is expected to be limited overall.
- Demonstrate integrity, ethical judgment, open communication and respect for a non-union, collaborative workforce.
- Build effective relationships across Molycop's global business while retaining clear ownership of U.S. results.

About Kansas City, Missouri

Kansas City offers a strong home base for manufacturing leaders who value industrial access, Midwestern practicality, and quality of life. Located near the center of the country, the region provides access to major interstate, rail, air, and river transportation networks, while offering diverse neighborhoods, strong schools, manageable commutes, professional sports, live music, arts and culture, and a nationally recognized culinary scene. For leaders relocating to Molycop's hometown, Kansas City combines a vibrant city experience with a practical, business-friendly environment for building teams and growing operations.

Learn more about the area: [Visit KC](#) | [Kansas City Area Development Council](#) | [City of Kansas City, Missouri](#)

About Cornerstone Executive Search

Cornerstone Executive Search is a leading retained executive search firm that helps great companies recruit great people. For more than 40 years, our firm has excelled in serving our client companies with executive talent acquisition, leadership development and career transition services in Kansas City and across the Central Midwest region of the United States. Our firm has successfully completed more than 1,600 retained executive search assignments for C-suite, President, Vice President, Director and Management-level positions. To inquire about how Cornerstone Executive Search can serve your executive talent acquisition needs, please [click here](#) to visit our website.

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