



Title: Manager, Process Improvement

Location: 16 Speers Road, Winnipeg.

At Star, our people make the difference. We offer an exciting place to build your career with competitive compensation and benefit packages, company matching RRSP/DPSP program, employee home purchase program and employee discounts.

Job Overview

Reporting to the Vice-President as the **Manager, Process Improvement** you analyze current business processes, identify areas for improvement, and develop training programs to implement improvements. You will work with management to implement improvements in all Star divisions.

Your day-to-day responsibilities will include:

- Analyzing current operational workflows and evaluating business processes to identify inefficiencies, bottlenecks and areas for improvement.
- Developing and implementing process improvement plans using methodologies such as Lean, Six Sigma, or other structured frameworks.
- Designing and delivering targeted training programs to support employee understanding and execution of new processes and best practices.
- Collaborating cross-functionally to implement changes, documenting SOP (Standard Operating Procedures) ensuring alignment and coordination across all impacted departments.
- Identifying and evaluating different workflows and processes in all divisions in Winnipeg operations, with the aim to simplify and maximize efficiency wherever possible
- Monitoring and assessing the effectiveness of implemented improvements, making necessary adjustments based on results and feedback.
- Maintaining accurate documentation of process changes, performance metrics improvements and training materials to support knowledge transfer and compliance.
- Facilitating structured change management practices that support adoption, build engagement, and foster a culture of continuous improvement.
- Utilizing business analytics tools to track key performance indicators, identify trends and support data informed decisions across teams.
- Managing and mentoring a team of employees, providing coaching, performance guidance, leadership development opportunities.
- Ensuring process improvement initiatives are strategically aligned with Star's goals, including OTIF performance, customer satisfaction, and operational efficiency.
- Leading the mapping and clarification of cross-functional accountabilities to reduce friction, improve handoffs, and strengthen ownership across departments.
- Coaching leaders and frontline employees to embed process thinking, drive local accountability and build long-term capability for continuous improvement.

As our ideal candidate, you are...

- A strong communicator; you clearly express your thoughts in conversation as well as write and present in a persuasive and influencing manner.
- An active listener; you seek to understand and listen to others in a non-judgmental way.
- A creative problem solver; you think outside the box for solutions without fear of failure.
- A leader; you attract, retain, develop or improve the skills of others through effective coaching and guidance.
- A visionary; you see the 'big picture' and adjust work to reflect the complex network of forces at play.

Essential Requirements

- Bachelor's degree in Business Administration, Industrial Engineering, or a related field.
- Minimum of 3 years of leadership experience in process improvement or a related role.
- Lean Six Sigma certification or equivalent experience.
- Proficiency in data analysis and process mapping tools.
- Knowledge of change management principles.
- Expertise in business analytics and interpretation.
- Valid driver's licence and access to a reliable vehicle.
- Satisfactory verification of criminal record check.
- Proficient in Microsoft Office programs (Outlook, Word, Excel, Teams, SharePoint and PowerPoint) and related change management and business analytic software.

What We Value

- Creating trusting and successful working relationships.
- Setting clear, measurable and achievable goals.
- Cooperating with team members in an open, positive and respectful manner.
- Staying current with technical job skills.
- Taking responsibility for the outcomes of decisions and actions.

Work Conditions

Primarily works in a general office environment during regular business hours. Overtime may occasionally be required.

About Us

Star Building Materials is an independent, wholly owned division of Qualico. The company is a leading provider of building materials, trusses, ready to move homes, and cottage and garage packages operating under the Star Building Materials, Star Ready to Move Homes and Star Truss brands. With over 50 years of experience, Star Building Materials is committed to providing reliable and innovative products and services. To learn more, click [here](#).

Qualico welcomes applications from people with disabilities. Accommodations are available upon request during the assessment and selection process.

Candidates being considered will be contacted. We thank you for your interest. Join our Talent Community to stay up to date on job opportunities and to find out why we have the best reason to come to work every day.

Closing date: October 1, 2026

[Apply here](#)

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