



GENERAL MANAGER, OHIO OPERATIONS

DAYTON, OH

ABOUT THE COMPANY

Bonbright Distributors, based in Dayton, Ohio, is a family-owned and operated company that has proudly served the region since 1934. As the third-largest beer distributor in Ohio, Bonbright represents over 200 brands and holds distribution rights for nine of the nation's top ten breweries. With annual sales nearing 10 million cases, the company services 17 counties across southwest Ohio. Guided by a mission to be a friendly, reliable, and responsible partner to both customers and the community, Bonbright is committed to delivering an exceptional range of products with unmatched service and expertise. Their values reflect a deep passion for the beer industry and a dedication to building lasting relationships, making Bonbright one of the most desirable beer distributors in the country.

With the retirement of a long-standing leader, we are looking for a General Manager for Ohio Operations to lead our Dayton-based team of over 175 employees. Reporting directly to the owner, you will play a vital role on the executive team as Bonbright drives its continued growth.

THE OPPORTUNITY

- Do you want to work in a collaborative, family-owned company that lives by its values every day?
- Are you a strategic thinker who's ready to roll up their sleeves and actively engage in operations?
- Have you been the face of a company with key customers, suppliers, community partners and other important stakeholders?



WHAT YOU'LL BE DOING

The General Manager is responsible for leading the company's sales and operational activities in Ohio and continuing to implement Bonbright's long-term strategic plan. Specifically, the GM will:



EXECUTIVE LEADERSHIP & STRATEGIC PLANNING

- Effectively communicate the strategic plan and key initiatives to all employees, serving as a visible advocate to drive their successful implementation and adoption.
- Cultivate a workplace culture that promotes open communication and collaborative teamwork.
- Collaborate with other members of the leadership team to design and implement workforce plans that support effective hiring and employee retention.
- Foster and maintain a positive, collaborative relationship with the union.
- Participate and make informed recommendations on strategic business opportunities such as acquiring new brands and distributors. Lead the integration of acquisitions.

OPERATIONAL LEADERSHIP

- Maintain a strong organizational presence to monitor project progress, engage with teams at all levels, and deliver ongoing coaching and strategic feedback.
- Provide strategic leadership and direction for all facility operations, including scheduling, forecasting, procurement, receiving, loading, delivery, inventory and quality control, safety, and maintenance of facilities and equipment.
- Ensure warehouse and distribution activities are carried out efficiently and cost-effectively, in compliance with established procedures, standards, and operational requirements.
- Lead regular performance reviews with department leaders to ensure alignment and execution of tactical plans and strategic initiatives in accordance with organizational goals and expectations.
- When necessary, drive the adoption and integration of new equipment, technologies, and operational processes to enhance efficiency and innovation.

SALES LEADERSHIP

- Collaborate with the Sales Leader to ensure full implementation of all supplier standards across the organization.
- Review sales results and promotions with department leaders, confirming that promotions are executed effectively in the marketplace.
- Glean insights and maintain awareness of market needs, as well as industry trends to optimize market position.
- Develop and maintain relationships with current and potential suppliers. Participate in supplier review meetings. Identify ways to deepen relationships and add brands to Bonbright's catalog.

WHAT YOU'LL BE DOING CONTINUED

FINANCIAL PERFORMANCE

- Partner with the board to develop the annual financial plan and budget in alignment with the strategic plan.
- Anticipate financial challenges and develop countermeasures to mitigate impact.
- Collaborate with the CFO to manage the company's financial performance and achieve planned financial objectives.
- Evaluate and provide recommendations on capital expenditure requirements and associated costs.

IDEAL CANDIDATE QUALIFICATIONS AND EXPERIENCE

- Bachelor's Degree.
- 10 + years executive leadership in the distribution and/or warehousing industry.
- Demonstrated leadership in managing operations within high-turnover, fast-paced warehouse and distribution environments.
- Proven ability to build deep, long-lasting supplier relationships.
- History of successful people leadership, talent assessment and team building.
- Experience working in a union environment a plus.

KEY PERSONAL ATTRIBUTES

- Strong sense of accountability - takes responsibility for actions, results, and difficult decisions.
- Integrity – transparency and honesty in all relationships.
- High energy and urgency to create value.
- Strategic acumen and forward-looking mindset.
- Bottom line driven with demonstrable financial acumen.
- Change leadership - ability to inspire and influence others to embrace worthy change.
- Communication – an active listener, clear and candid in speech and effective at all levels.



THE PAYOFF

- Join the executive team as a pivotal leader in driving the success of a nearly 100-year-old, family-owned distribution company.
- Advance your successful career within a collaborative culture that values and respects team contributions.
- Enjoy a competitive base salary and attractive bonus program.

This role is based south of downtown Dayton and the GM will be expected on-site daily.

Please visit
Gilman Partners'
website to apply.



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Gilman Partners is committed to strengthening leadership teams and elevating talent in our communities—and that means all qualified applicants will receive consideration. You do not have to meet every qualification in this job description to apply. If you're drawn to the position and believe your experience makes you a good fit, we encourage you to apply.