

General Manager

Interbay Door LLC

Location: Woodinville, WA

Reports to: Owner

Employment Type: Full-Time

Compensation: Base (\$125,000-150,000) + Performance Based Bonuses. Total annual compensation potential between \$135,000 to \$180,000, including bonus.

About Interbay Door

Interbay Door is a trusted provider of high-quality commercial and residential door solutions, known for our commitment to craftsmanship, reliability, and customer service. We partner with builders, contractors, property managers, and homeowners to deliver products and expertise that exceed expectations. Our team values transparency, hard work, equal commitment to customer satisfaction and company integrity, and a positive outlook and perspective.

Position Overview

We are seeking a proven operational leader to oversee all day-to-day operations of Interbay Door. This role will lead the sales, operations, financial performance, and overall organizational health. The General Manager is responsible for driving growth while maintaining our customer and vendor relationships and company values.

Key Responsibilities

- **Leadership & Strategy:** Provide clear direction, leadership and accountability. Develop and execute business strategies to align with company goals. Serve as primary decision-maker for operational and personnel matters.
- **Sales & Customer Relationships:** Maintain and grow key contractor, builder, and remodeler relationships. Grow business through combination of new customers, and growing existing accounts. Ensure quoting, order entry, and CRM usage meet company standards. Support sales rep and account managers with product knowledge, pricing strategy, and deal coaching.
- **Operations & Fulfillment:** Oversee production workflows, delivery, and ordering to ensure accuracy, timeliness, and quality. Implement and refine processes for scalability, efficiency and accuracy.

- **Business & Financial Management:** Monitor margins, cost controls, and vendor pricing. Evaluate new product lines, assist in budgeting and strategy planning. Track KPIs across sales, operations, and customer satisfaction.
- **Team Development:** Hire, train, and develop team members across all departments. Continue our positive, supportive environment team members. Conduct performance reviews and set clear expectations for accountability.

Qualifications

- 10+ years progressive leadership in construction operations, project management, or branch leadership
- Proven history in a growing business and building teams.
- Strong communication, negotiation, and relationship-building skills.
- Ability to understand technical product details and explain them clearly.
- Valid driver's license and ability to travel locally to client sites.
- Proficiency with CRM and ERP software and Microsoft Office Suite.

What We Offer

- Competitive compensation.
- Comprehensive benefits package (health, dental, vision, mileage reimbursement).
- Product and industry training.
- Supportive, team-oriented work environment.

Send resumes to info@interbaydoor.com