



HAIDA WILD

POSITION DESCRIPTION

JOB TITLE: Plant Manager
REPORTS TO: General Manager

POSITION SUMMARY

The Plant Manager ensures effective plant operations to meet the needs of our customers and to achieve financial targets. The Plant Manager builds organizational capacity through optimizing systems and people to achieve goals. Reporting to the General Manager, the Plant Manager trains and schedules employees to ensure efficient production and quality control to support good sales outcomes. This is a seasonal position.

KEY DUTIES AND RESPONSIBILITIES

The Plant Manager will:

- Manage and coordinate the daily operations of the production area of the plant, including effectively scheduling, training and assigning duties to staff to meet production and budget targets. Takes corrective action to ensure revenue targets are met.
- Oversee inventory, production, plant floor layout, equipment and logistics, and work with the GM to select suppliers. Order supplies to ensure uninterrupted production.
- Work collaboratively with sales team to implement industry standards and customer specifications for products and packaging of all products
- In collaboration with Management and staff, establish, document and implement production goals and operational policies and procedures, ensure that the CMS is implemented including all Standard Operating Procedures (SOPs), and implementing new SOPs where necessary for quality and inventory control.
- Assist the General Manager to build and maintain strong relationships with fishers, and to schedule, arrange, and oversee delivery of product. Assist planning of production outcomes ahead of delivery of product.
- Lead and oversee implementation of the Preventative Control PlanLead and implement health and safety program
- **Other related duties as required**

KNOWLEDGE, SKILLS AND ABILITIES

- Excellent organizational and people skills, with a systematic approach to detail work
- Goal oriented, with capacity for decision making in relation to the goal
- Strong communication skills, with capacity for conflict resolution, and ability to lead by example
- Ability to organize work to support success
- Knowledge of the seafood industry, seafood products, and safe handling procedures
- Capacity for continual education and growth, including dealing with evolving technology

TRAINING, EDUCATION AND EXPERIENCE

Five years of operational leadership experience, ideally in a seafood process and packaging environment, or similar operation.

Successful experience supervising employees

Strong writing skills

Class 5 Drivers License