



PLANT MANAGER, BEEF PROCESSING FACILITY

SHIFT: Primarily First Shift, but will be flexible to meet the needs of the organization

POSITION TYPE: Full-time; Salaried

DEPARTMENT: Operations

OBJECTIVE: This position will report to the Board of Governors. Candidates will manage all operations and the workforce of the Country Butcher beef processing facility. This position will ensure production meets objectives at a designed quality level consistent with the lowest cost while maintaining a safe work environment. The Plant Manager will also provide strategic operational oversight for all production and operating processes for the plant. In this role, you will oversee safety, quality, operational effectiveness, and financial performance.

ESSENTIAL DUTIES & RESPONSIBILITIES:

- Oversee the overall operational management of the plant and implement operational efficiency improvements which may include standardization of plant information manufacturing systems, quality control, safety, production reliability excellence and maintenance and operators' best practices.
 - Ensure and hold direct reports accountable for meeting and controlling operating expenses and established targets.
 - Leads, directs, and controls capital and operating budgets for a single plant to achieve medium term outlook financial performance objectives set by the business.
 - Lead and develop a team, coach, and make decisions related to talent management, hiring, performance, and disciplinary actions.
 - Ensures employee, quality, safety and environmental compliance program standards and goals are implemented.
 - Accountable for all internal and external operating and regulatory procedures on employee, food, quality, and safety including strategic and tactical execution in alignment with corporate environment, health and safety and food safety, quality, and regulatory functions as well as government regulations.
 - Establish and deploy operational priorities for the plant.
 - Leads strategic and tactical operations and quality management deliverables to ensure customer, product and quality standard requirements are met within specifications.
 - Other duties as assigned.
 - Become the expert in all facets of the Country Butcher operations.
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PREFERRED QUALIFICATIONS:

- Ability to build a team and promote a positive culture throughout the facility.
- Knowledge of meat processing and subsequent job specifications.
- Bachelor's degree in a related field or minimum 2-5 years of food production management experience .
- Ability to make strategical, analytical decisions that positively impact the Country Butcher's business.
- Experience with email, spreadsheet, word processing and presentation applications.
- Two years of supervisory experience.
- Safety and quality management experience.
- Project controls and tracking experience.

COMMUNICATION SKILLS:

- Must have excellent written and verbal communication skills.
- Ability to write reports and business correspondence as well as present to large groups
- Ability to effectively present information and respond to questions from customers, business partners, U.S.D.A., supervisors, and employees.
- Bilingual in Spanish a plus but not required.

WORK ENVIRONMENT:

- The work environment is a combination of corporate and manufacturing. While performing the duties of this job, the employee is occasionally exposed to cold, hot, and/or humid conditions. The employee occasionally works near moving mechanical parts. The employee is occasionally exposed to fumes or airborne particles.
 - EOE
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