



Plant Manager – Sacramento Valley Area (Butte County)

We are a family owned business that produces, processes and markets ten different varieties of California walnuts that are shipped all over the world year-round. Due to the recent retirement of our Plant Manager, we are eagerly looking for a motivated and talented individual who is interested in a manufacturing leadership role with an organization that can offer strong career growth.

Part of what makes us a great company to work for is that we make a conscious effort to treat all of our employees like they are part of the family. We are very proud of the fact that many of our employees have been with us for over 20 years!

The ideal candidate will have proven experience leading a food manufacturing plant, be forward thinking and able to interact with all levels of the organization. This person will play a critical role in the company and will have responsibility for direct oversight on production scheduling, food /plant safety, overall plant maintenance, employee development and inventory control.

We are a company that has made a commitment to grow and expand in the next 5 years and is seeking someone who is ready to be a part of our continued success.

If you're up for a rewarding challenge, we invite you to take the first step and apply today!

Responsibilities & Duties:

Production

- Drives superior plant performance and builds the culture by gaining an in-depth understanding of plant processes and employee behaviors.
- Creates a culture of continuous improvement across all functions of the plant by focusing on standards, processes, and behaviors, leading to rapid and complete adoption by employees.
- Partners with Logistics Manager to develop and implement the production schedules for in-shell and shelling packing lines.
- Direct all activities for packing lines in accordance with plan and line goals, product standards, costs, budgets, and established procedures.
- Develops labor plans for both plants to meet sales demand and budget projections.
- Partners with HR in sourcing staffing shortfalls and FLC harvest labor.
- Works with COO to develop capital improvement projects to increase efficiency, throughput, reduce cost and increase profitability of both plants
- Provides technical expertise in the areas of food processing design and manufacturing.

Food Safety/QA

- Ensures product packed is what our customers have ordered.
- Responds to and reports on customer complaints; identifies root cause analysis and implements/documents corrective action.
- Manages pest control and fumigation applications program, including USDA certification of fumigation chambers.
- Ensures compliance for the HACCP program; conducts annual hazard analysis.

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- Partners with the QA Manager in implementing a compliant plant sanitation program.
- Implements effective product recall procedures.
- Ensures company GMP' are followed by all employees and visitors.

People Development and Safety

- Motivates and leads a high-performance plant management team through effective recruitment, training and development.
- Builds the overall skill level in the plant by accessing and developing talent, setting and holding people to clear and high expectations, developing and executing succession plans.
- Coaches, develops, and serves as resource to direct reports through regularly scheduled one-on-one meetings.
- Partners with direct reports on meeting their short-term development objectives.
- Holds regular staff meetings for team building purposes and to review operations.
- Develops and counsel's employees about job performance expectations.
- Monitors the progress and quality of daily work assigned.
- Holds managers and employees accountable for creating a safe work environment, reducing costs associated with injuries, and following the requirements of our IIPP.
- Ensures key elements of our IIPP are performed and documented on a scheduled, routine basis; equipment/worksite inspections and corrective actions; safety meetings; safety training; employee recognition.

Facilities and Maintenance

- Creates and manages facility design changes and equipment upgrade activities.
- Manages the bid process for significant work and construction projects.
- Negotiates leases, service and materials contracts.
- Manages facility construction and equipment expansion projects.
- Develops and monitors a preventative maintenance program, including a repair history of all machinery.
- Oversees pre-harvest equipment maintenance and preparation activities.
- Oversees plant shutdown, maintenance and cleanup activities.
- Plans/coordinates shop work order priorities with plant mechanics and managers.

Purchasing and Inventory Control

- Develops accurate, timely product inventory methods and reporting to ensure sales has current information on product availability.
- Procures all specialty and new construction materials for projects.
- Monitors the purchasing of all pesticides, fumigants and chemicals.
- Oversees the parts ordering/inventory control process; monitors purchasing activity.
- Manages all packaging materials inventory.
- Planning, Budgeting, and Professional Development:
- Supports COO and other senior leadership on strategic planning.
- Reviews monthly budget reports to compare budget vs. actual costs.
- Devotes sufficient time to plan short and long-term business objectives.
- Assists COO with the implementation of the department's Action Plan.



- Attends industry events and training seminars to remain current on industry trends, network with industry peers and remain current on regulatory standards.

Qualifications:

- 5 years as a plant manager or equivalent senior level operations manager for walnuts or other nut tree commodities.
- Demonstrated experience developing strong teams of managers.
- Experience developing and managing facility capital projects, including budget development, contract negotiation and vendor selection.
- Proven experience in analyzing and optimizing operations and processes, formulating policy and developing and implementing new strategies, procedures and key metrics.
- Experience implementing HACCP, GMPs and other food safety programs.

Education:

- Bachelor degree in agriculture, business, production management or related field; or equivalent combination of industry experience and education.
- Must have track record of continuing education in industry career development.

Skills:

- Ability to foster a professional, cooperative work environment with strong conflict resolution and mediation skills.
- Ability to develop strong managers.
- Knowledge of current food safety regulations and international standards.
- Knowledge of walnut (nut tree) equipment maintenance, repair and operation in a plant environment.
- Knowledge of Cal OSHA safety regulations and IIPP management.
- Exceptional interpersonal and relationship building skills.
- Skilled at making public presentations and facilitating small group meetings.
- Leadership skills to develop workforce through reward and recognition, coaching and corrective action.
- Excellent computer skills including Microsoft Office Suite and other software applications.
- Ability to communicate in basic Spanish preferred.