

Job Description – Plant Manager

Position Summary

The Plant Manager is responsible for overseeing all procurement, manufacturing, distribution, and maintenance at Scotia Garden Seafood's rendering facility.

Position Information:

- Full-time, year-round, salaried position.
- Salary in accordance with experience.
- 40-hour work week (Monday to Friday). Overtime may be required.
- Comprehensive benefits package (Medical, Dental, Life Insurance, LTD, Critical Illness, EFAP, Employer Contributed RRSP, Paid Sick time).
- Based at Short Beach, Yarmouth County, Nova Scotia.

Responsibilities:

- Organize input materials (Raw material, packaging, supplies, etc.).
- Organize and direct manufacturing and maintenance operations.
- Ensure all operations are managed effectively by meeting quality, yield and cost objectives.
- Collaborate with the Food Safety and OH&S Manager to ensure compliance with food safety and quality programs as well as health and safety programs.
- Directly responsible for 12 employees.
- Recruit, train new and existing employees, complete performance appraisals, compensation reviews, discipline procedures and terminations.
- Negotiate and purchase supplies required for operations.
- Organize finished product shipments.
- Interact with government organizations responsible for plant licenses, certifications, and regulations.
- Assist in the planning and implementation of the production and maintenance budget and capital projects.
- Continue education by participating in professional development opportunities.
- Contribute to maintaining a positive, healthy, and safe working environment.

Work Environment

This position is performed both in an office environment and within the manufacturing facility. When in the facility, the individual may be subject to loud noise and variable temperatures. They will be required to wear the appropriate CSA approved personal protective equipment and other garments as set out in the company policies and procedures.

Position Requirements:

Education and Training

- College diploma or bachelor's degree; in business or engineering is preferable.
- Strong people management skills and the ability to provide direction, guidance and development.
- Education in project management considered an asset.
- Education and/or training in food safety and quality considered an asset.
- Education and/or training in occupational health and safety considered an asset.

Experience

- Minimum 5 years' experience in a manufacturing environment or equivalent.
- Experience in an industrial plant would be considered an asset.
- Experience in or knowledge of CFIA, NSDOE, and other regulations and licensing considered an asset.

Competencies

- Strong leadership skills.
- Excellent verbal and written communication skills.
- Strong personnel management skills (delegation, conflict management, conducting performance appraisals, etc.).
- Organized and detail oriented.
- Ability to manage multiple tasks and meet deadlines.
- Ability to work both independently and collaboratively.
- Willingness to take direction/advice from supervisors and staff.
- Proficiency in Microsoft Office, Excel, Word, and Outlook.

To Apply:

Send your resume and cover letter to: wyatt.gates@scotia.ca

We thank all those who apply, however only those who are considered for an interview will be contacted.