



<b>Job Title:</b>	Operations Manager	<b>Job Category:</b>	Manufacturing
<b>Location:</b>	Delphi, IN	<b>Experience Required:</b>	5 years
<b>Salary Range:</b>	DOE	<b>Position Type:</b>	Direct Placement
<b>Applications Accepted By:</b>			
<b>E-mail:</b> <a href="mailto:bkohan@catalystinnovativesolutions.com">bkohan@catalystinnovativesolutions.com</a> <b>Subject Line:</b> Operations Manager – Delphi, IN		<b>Mail:</b> <b>Catalyst Innovative Solutions</b> 3336 West Stonybrook Dr Anaheim, CA 92804	
<b>Job Description:</b>			
<p><b>Operations Manager - 2nd Shift</b></p> <p>We are a fully integrated retail, foodservice and private label producer of fresh and processed meats based in Delphi, Indiana. Since the start of operations in 1991, we have experienced rapid growth from a single pork processing company into a multi-plant diversified producer of fresh and processed meats, with locations throughout America's Heartland and revenues of approximately \$1.5B. We are best known for our national brand Kentucky Legend (the best-selling boneless ham brand in the United States) as well as several well-known regional brands, including Indiana Kitchen, Fischer's, Field, Mickelberry's, Kentuckian Gold, and Scott Pete. We now have processing facilities in Frankfort, Indiana; Holland, Michigan; and Owensboro, Kentucky.</p> <p>We value diversity, innovation, collaboration and those passionate about their jobs. We support our associates by offering a total rewards package, including competitive pay, three different medical care plans (two with company-funded health savings accounts), pharmacy, dental, and vision plans, a retirement/401K (with 50% match on team members' contributions), a competitive paid time off program, educational assistance, and numerous advancement opportunities. With more than 3,100 team members located across 14 different states, we are a big company with a small company culture.</p> <p><b>Summary:</b></p> <p>The Operations Manager is responsible for coordinating, directing, leading, guiding, and managing areas of the plant consistent with company policies and procedures as well as with federal, state, and local law. This position will be accountable for the management and safety of employees, producing high quality products, budgeting, and the profitability of the facility. The Operations Manager will work closely with Human Resources and production teams in hiring and training staff. This is a second shift position with 3-4 direct reports and 650+ indirect reports.</p>			

**Responsibilities:**

Plan, direct and assign work to team members, and appraising performance, rewarding and counseling team members when necessary to maintain a high standard of team member relations.

Initiate and maintain a safe workplace in accordance with regulatory and plant policies by maintaining an effective safety and ergonomic programs and proactively correcting deficiencies to meet company goals of an injury free workplace.

Be an active member on the Safety Committee.

Initiate and maintain a good working relationship with Sales and Operations Planning to support budget goals.

Implement and attain goals to reduce injuries and cost per claim of injuries.

Responsible for production team members for the overall direction, coordination, and evaluation of all shift operations; ensure all operating procedures are followed and correct and/or update when needed.

Ensure team member safety training, assist in the identification of and correction of safety hazards and ergonomic issues.

Ensure all staff and employees know and understand CCP's, HACCP and SSOP documents/plans.

Maintain product failures and foreign material issues are kept at a minimum; support and lead continuous improvements efforts.

Be the delegate for vendors and suppliers.

Implement, manage, and enforce Management Operating System (MOS).

Initiate and modify as necessary methods of ensuring safety, production goals are met, including product quality per food safety requirements and specifications, efficiency, hours, and cost to remain efficient and competitive.

Manage the MOS system which aids in tracking labor, product, and packaging costs that result in a reduction to the budget.

Manage plant labor, raw material utilization, yields, supplies, and waste reduction efficiently.

Carry out managerial/supervisory responsibilities in accordance with the company's policies and applicable laws.

Facilitate training and development sessions for Superintendents, Supervisors, and other team members.

Perform other tasks or duties as required or needed.

**Qualifications:**

Minimum of a Bachelor's Degree in a related field (Agriculture, Animal Science, Operations, etc.) OR no less than 5+ years of relevant kill/cut meat processing plant experience at a Superintendent level or above that enables performance in all aspects of the position, including no less than five years of supervisory experience.

Experience working for a fresh pork processing facility and managing multiple departments, i.e. harvest, cut floor, boning, rendering, bacon & blending. Rendering experience is highly preferred.

Good leadership and motivational skills.

Results driven and employee oriented.

Must have excellent written and oral communication skills with ability to write reports and business correspondence.

Strong Practical problem-solving skills including aptitude for mathematical applications.

Ability to multi-task and work in a fast-paced environment.

Flexibility to work on a variety of shifts and work extensive overtime, including weekends.

Good computer skills, including Microsoft Office.

Commitment to following safety policies and practices and wear required Personal Protective Equipment (PPE).

Uphold company policies and ethical standards.

Ability to lift/move up to 30 pounds and perform other physical demands of the position.

Strong decision-making skills.

Willingness to attend classes or training as needed.

**Additional Requirements:**

Ability to work in hot, cold, wet, and humid environments on a variety of shifts.

Available to work overtime, including weekends.

Strong commitment to organization.

**Work Environment:**

While performing the duties of this job, the employee is occasionally exposed to a variety of extreme conditions on the site including exposure to fumes or airborne particles, moving mechanical parts and vibration. The noise level in the work environment can be loud and hearing protection is required. The position regularly works near moving mechanical parts and in cold, hot, and outdoor conditions that include inclement weather, heat and humidity, and exposure to dust.

**Physical Demand:**

The physical demands described here are representative of those that must be met by an employee to successfully perform the essential functions of this job.

The position lifts heavy objects, walks and stands for long periods of time under adverse field conditions. The employee lifts, pushes, pulls, or carries objects; uses abdominal and lower back muscles to provide support without fatigue. The position requires good manual dexterity (hand, hand with arms and fingers, two hands) and multi-limb coordination. The position requires the ability to quickly move arms and legs. The employee must have excellent stamina and vision.

**Other Duties:**

Please note, this job description is not designated to cover or contain a comprehensive listing of activities, duties, or responsibilities that are required of the employee for this job. Duties, responsibilities may change at any time with or without notice.

EOE, including Disability/Veteran

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