



**HAIDA WILD**

## **Career Opportunity** **Plant Manager**

***Haida Wild Seafood: Bringing people sustainable seafood choices.***  
*Gina waadluxan gud'ad Kwaagiidang. Everything depends on everything else*

*The wild abundance of the sea has sustained the Haida people for thousands of years and provided a source for food, ceremony and spiritual sustenance. The fisheries around Haida Gwaii not only provide an important link to the cultural heritage of islands, but a sustainable future as well.*

### **POSITION SUMMARY**

A subsidiary of the Haida Enterprise Corporation (HaiCo), Haida Wild Seafoods is a custom seafood processor and retailer of premium OceanWise approved seafood products. Haida Wild produces only the highest quality specialty seafood from local, ethical and sustainable sources.

Reporting to the General Manager, the Plant Manager contributes to HaiCo's goals by ensuring effective plant operations to meet the needs of our customers and to achieve financial targets.

The Plant Manager plays a key role in building organizational capacity through optimizing systems and developing people to achieve goals.

### **KEY DUTIES AND RESPONSIBILITIES**

#### **Operations**

- Manages and coordinates the daily operations of the production area of the plant.
- Oversees inventory, production, plant floor layout, equipment, and logistics
- Works with GM to select suppliers. Purchases commercial product from suppliers to meet production needs
- Collaborating with the General Manager and key staff, establishes, documents and implements production goals and operational policies and procedures. Ensures Standard Operating Procedures (SOP's) from incoming product through to final product inspection are developed, documented, updated, trained and followed
- Ensures adherence to the Quality Management Plan
- Leads Haida Wild's safety management program
- Working with the General Manager, builds and maintains strong relationships with commercial fishers and other commercial partners
- Researches new technology and equipment and alternative methods of operational efficiency

#### **Human Resources**

- Follows established HaiCo HR practices
- Works with GM to determine staffing requirements, hiring and plan training of all plant employees
- Builds, develops and manages a team of high-performing staff. Provides leadership, effective communication, coaching, motivation and direction
- Effectively schedules and assigns duties to staff to meet production targets
- Works to create employment opportunities and succession plans for Haida Nation citizens

## Financial

- Follows the annual operating plan and budget. Works with the management team to monitor actual performance in relation to plan and implements corrective action as necessary
- Reviews financial reports and other performance data to measure productivity and goal achievement. Adjusts course as necessary to improve processes and/or reduce costs
- Works with Sales and Management to determine production needs and to set pricing

## Other related duties as required

## KNOWLEDGE, SKILLS AND ABILITIES

- Ability to see the big picture as well as the fine details and work across this spectrum. Able to apply a systematic, organized approach
- Ability to build, lead and motivate a high performing, production based team
- Demonstrated sound financial knowledge and understanding of how decisions can affect/impact results
- Strong communication skills including written, verbal and interpersonal
- Strong knowledge of Seafood food safety and sustainability certification requirements; and a broad understanding of regulatory requirements
- The ability to effectively plan, organize and direct the activities of others to support the achievement of Haida Wild's business objectives

## TRAINING, EDUCATION AND EXPERIENCE

- 3 years demonstrated operational leadership experience, ideally in a seafood processing and packaging environment, or similar operation
- Bachelor's Degree in business or related field
- Demonstrated sound technical knowledge of plant operations and procedures, ideally in seafood processing
- Class 5 Drivers License
- Experience building positive working relationships within a First Nations community is desired

## WORKING CONDITIONS

- Seafood plant environment
- Located in Masset, B.C.
- Some travel to Vancouver area will be required

## CRITICAL SUCCESS FACTORS

Enjoys working within an entrepreneurial environment that is mission focused, results driven and community oriented.

Demonstrated ability to lead and work with a team.

## HOW TO APPLY

Deadline for applications is **February 2, 2018**

Please send your cover letter and resume to [HR@Haico.ca](mailto:HR@Haico.ca) or apply online at [www.haico.ca](http://www.haico.ca)