

**Harvest Manager**

**Reports To: Director of Operations**

**FSLA Status: Exempt**

**Position Summary:**

Manages the harvest/kill floor to ensure all safety and quality processes are delivering on the company objectives. This includes directing supervisory team on daily activities and establishing production priorities for workflow, management scheduling and employee satisfaction. Provides leadership and expertise to harvest in order to achieve all production targets, yields, labor and performance goals.

**Responsibilities:**

* Provide leadership for the continuous evaluation of short and long-term departmental objections.
* Promotes a safe working environment following company, state and federal safety policies, regulations and laws.
* Oversees efficiency of monitoring production, discussing daily goals with supervisors.
* Directs supervisors with respect to production volume, quality, and cost while meeting production schedules and delivery dates.
* Improve processes and policies in support of organizational goals for department to ensure quality and customer satisfaction.
* Implement quality improvement principles to the production process and increase productivity.
* Prepares and controls operational budget plans and effective strategies for profitability.
* Assist in the development of strategic plans for operational activities and operational capital.
* Facilitates coordination and communication between IT, HR, and Finance departments.
* Manages all administrative functions for the department, such as crewing levels, job cross training and development plans.
* Reports daily results and initiatives.
* Directs work, appraises performance, rewards and corrects employees, addresses complaints, and resolves issues.
* Trains and develops supervisors to prove management depth and develop teamwork to attain department objective.
* Monitors and confirms that all machinery, equipment, and facilities are properly maintained and sanitized.
* Maintains good employee relations and treats all employees fairly and with respect.

**Desired Skills and Experience:**

* Extensive knowledge of beef cuts and production process.
* Minimum 5 years supervisory, coaching, managing experience in processing plant industry.
* Models the highest levels of integrity.
* Effective communication skills (bi-lingual a plus).
* Microsoft Office skills.
* Experience managing /building a team – passion for developing people and teaching others in the organization.
* Must pass criminal background check.
* Critical thinking, problem solving, planning and organizational skills.
* Team work.
* Conflict Management.
* Stress Tolerance.
* Must have ability to read, write & speak English.
* High school diploma or GED required with college training preferred.

This job description is not intended to be all-inclusive.  Employee may perform other related duties as needed to meet the ongoing needs of the organization.

The anticipated salary range for supervisors is based on education, skills and attributes, and is expected to be in the range of $70-90k, accompanied by company standard benefits package.