



Job Description – Organic Production Manager*

The Organic Production Manager leads and supervises the Organic Production team to meet daily production goals. This position will also coordinate the company's repack area and direct the Quality Control team. The ideal candidate will have production experience in an apple packing facility. We are looking for a motivated team player who can support and lead a diverse production team. This position requires an experienced manager capable of trouble-shooting, while working each day to meet specific production goals. The manager will serve as coach, mentor and develop other team members. Communication and teamwork are key skill traits. Formal education, technical training, and/or industry-related working experience is necessary. Bilingual communication skills are a plus. Excellent verbal and written communication. This is a year-round position located near the Tri-Cities. This position works with and reports to the Warehouse Production Manager.

* The specific job responsibilities and duties may shift and change over time depending on circumstances. The employee will need to be aware and supportive of this evolving process.

Strategic Responsibilities include:

- Accountability: Model and promote Broetje Orchards' mission, vision, and core values of love, community, respect, compassion, and purpose.
- Technical Experience: Lead and motivate a production team; implement key practices; meet key production goals; operate production equipment, processes and software systems; understand Washington's apple grades and HACCP-based food safety programs.
- Leadership: supervise and train packing line team members; maintain focus on organizational goals and objectives; review production costs and product quality results with the intent to improve; serve as a positive role model for team members.
- Coordination: Implement practices and systems within the production process to meet quality standards and benchmarks; Track production efficiency, producing key reports.
- Communication: ensure constant and informative communication between all employees and outside partners; develop and implement record keeping and reporting systems to assist the Production Team and Maintenance Team.

Specific Duties include:

- Lead, train, develop a production/packing staff to meet and exceed key objectives and targets; Implement standards, systems and processes to ensure a high quality product that meets customer expectations;

- Operate a diverse set of packing equipment and software programs, including Compac Color Sorter and Taste Technologies NIR systems;
- Utilize specific production reports to track and measure productivity, efficiencies, and costs in regards to the production process; Willing to incorporate best-management practices to establish industry standards for measurement in terms of quality, consistency and productivity;
- Manage the repacking of fruit, working to minimize fruit and economic losses; Seek proactive measures to ensure fruit is repacked and shipped based on customer specifications;
- Respond to requests from the marketing and sales department; prioritize and respond to requests strategically; work closely with the entire Production Team to address issues and implement best-management practices; Assist in the development of an annual budget;
- Coordinate a thorough training program for team members so they improve their understanding and maximize their abilities; Strong understanding of implementing an effective HACCP-based Food Safety Program, such as SQF and USDA-GHP programs.
- Must be an excellent communicator, written and verbal; Provide coaching and mentoring to team members to reinforce the company's mission and objectives;
- Present a continuing education plan annually to remain current on emerging technologies and new practices being developed.

Desired Qualifications/Requirements:

- Strong verbal communication skills
- A positive leader who understands the value of servant leadership
- Experienced at operating and managing a diverse set of production equipment, software and hardware systems
- Experienced at operating and maintaining Compac Color Sorter and Taste Technologies systems
- Motivated and willing to learn new systems and skills
- A strong understanding of production warehouse operations is necessary
- Enjoy troubleshooting and solving challenging issues
- Capable to work independently and as a contributing team member
- Ability to implement projects under pressure
- Working experience at motivating and leading teams in a positive, thoughtful manner
- Proficiency in English and Spanish, a plus

Send cover letter, resume, and two professionally-related references to: Lucy Cartagena, 1111 Fishhook Park Road, Prescott, WA 99348 or lucyc@firstfruits.com. For more info, see: www.firstfruits.com. Deadline: July 14, 2017.