

## Production Shift Supervisor

### About the Company

Canada Royal Milk is a member of the Feihe International group of companies, Asia's number one infant formula brand. Canada Royal Milk is the only producer of infant formula in Canada, manufacturing quality products from Canadian cow and goat milk, ensuring the highest quality and nutritional value for our customers.

We are building a new Canadian company that will combine best practices in the production of infant formula from our parent company, a technology from around the globe, and the knowledge, skills, and expertise of Canadian talent. We are an international company with a multicultural workforce that is committed to diversity and inclusion. Our team members value and embrace different perspectives and new ideas.

### What We Offer

The opportunity to build and grow a progressive company, competitive wages, and extended health benefits.

### What We Look For

Curiosity, commitment to learning, and a winning mindset.

### About the Role

Reporting to the Production Manager with frequent interaction with the Senior Production Supervisor, the Production Shift Supervisor is responsible for upholding excellence in a complex and high-speed production line for the manufacture of milk powder products including infant milk powders. The Supervisor is responsible for training, coaching and working with operators on the production line in order to meet production targets and uphold the highest quality standard.

The Shift Supervisor coordinates the activities of all production team members and implements the daily production plans, using root cause analysis to troubleshoot problems. The Shift Supervisor provides oversight of their assigned production area, communicating frequently with the Production Manager, Production Coordinator, On-line Quality Assurance Technicians and others on a daily basis.

A proven leader, the Supervisor ensures all activities are done safely and respect all food safety and quality standards while maintaining a good working environment.

### Recruitment Timeline

We are looking to hire 2 full-time permanent shift supervisors. Immediate start dates preferred, with the option to begin in January 2021.

### Job Requirements

Education: Bachelor's Degree in industrial engineering, automated production engineering, food engineering or other relevant discipline OR equivalent food manufacturing experience

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Experience: 5 + years of experience in a manufacturing environment; minimum of 4 years of experience in dairy processing with 2 years in a supervisory role.

HACCP exposure required

### **Key Duties and Responsibilities**

1. Provide leadership and supervision to staff by providing work direction, performance feedback, and recommendations for training and development;
2. Promote a positive working environment, including continuously improving/maintaining the team culture and establishing high levels of employee involvement;
3. Ensure relevant OSHA regulations are fully complied with, including personal protective equipment, fall protection, forklift and hazard communication requirements;
4. Thoroughly investigate all accidents and complete accident report on the date of occurrence;
5. Ensure GMP and SOPs are adhered to at all times, and that all products consistently meet specifications.
6. Establish procedures for consistent start-up, shutdown, and clean-up of each process;
7. Troubleshoot milk receiving, process, pre-treatment, evaporation and drying areas by identifying and analyzing process problems and advising and guiding processing operators on action required to resolve process system malfunctions in order to ensure efficient running of the plant;
8. When assigned, ensure timely and thorough sanitation of all equipment and facilities to allow for efficient and on-time production start-up and delivery of products to customers;
9. Follow and administer Quality Policies and Procedures including food safety, HAACP, POGS, traceability, and production hold investigations;
10. Evaluate and assess employees to determine training needs and develop employees to improve their knowledge and application of process sustainability tools;
11. Other duties may be assigned.

### **Working Conditions**

Canada Royal Milk is ramping up for 24 hour a day, 7 days a week operation. Rotating shift work (8-12h shifts) is required. Shift patterns are yet to be determined, and will include days, evenings, weekends, statutory holidays, and over-night work. Employees must be flexible and willing to work a variety of shifts.

As a dairy processor and infant formula manufacturer, CRM strives to exceed regulatory requirements for food safety, quality, hygiene, and good manufacturing practices. All employees who enter the processing areas for any reason must comply with all food safety protocols in addition to health and safety best practices.

Working conditions are normal for a manufacturing environment and include:

- Standing, walking, sitting, kneeling, bending, reaching, twisting and other physically demanding tasks performed for virtually the entire shift (8 to 12 hours)
- Lifting to 25 kg (55 lbs) frequently
- Use of various chemicals (i.e. detergents and sanitizing solutions)
- Possible exposure to dust, fumes, oils, unpleasant odors, noise levels that are distracting or uncomfortable, occasional exposure to ambient temperatures above 28 Celsius and high humidity
- Exposure to physical risks using standardized safety precautions and equipment, including, but not limited to slippery surfaces, working around high temperature equipment, heavy and repetitive lifting, etc.

### **Commitment to Diversity & Inclusion**

We strive to build a team that reflects the diversity of the community we work in, and encourage applications from traditionally underrepresented groups such as women, visible minorities, Indigenous peoples, people identifying as LGBTQ2SI, veterans, and people with disabilities.

If we can make this easier through accommodation in the recruitment process, please contact us by visiting [www.canadaroyalmilk.com](http://www.canadaroyalmilk.com).

### **How to Apply**

